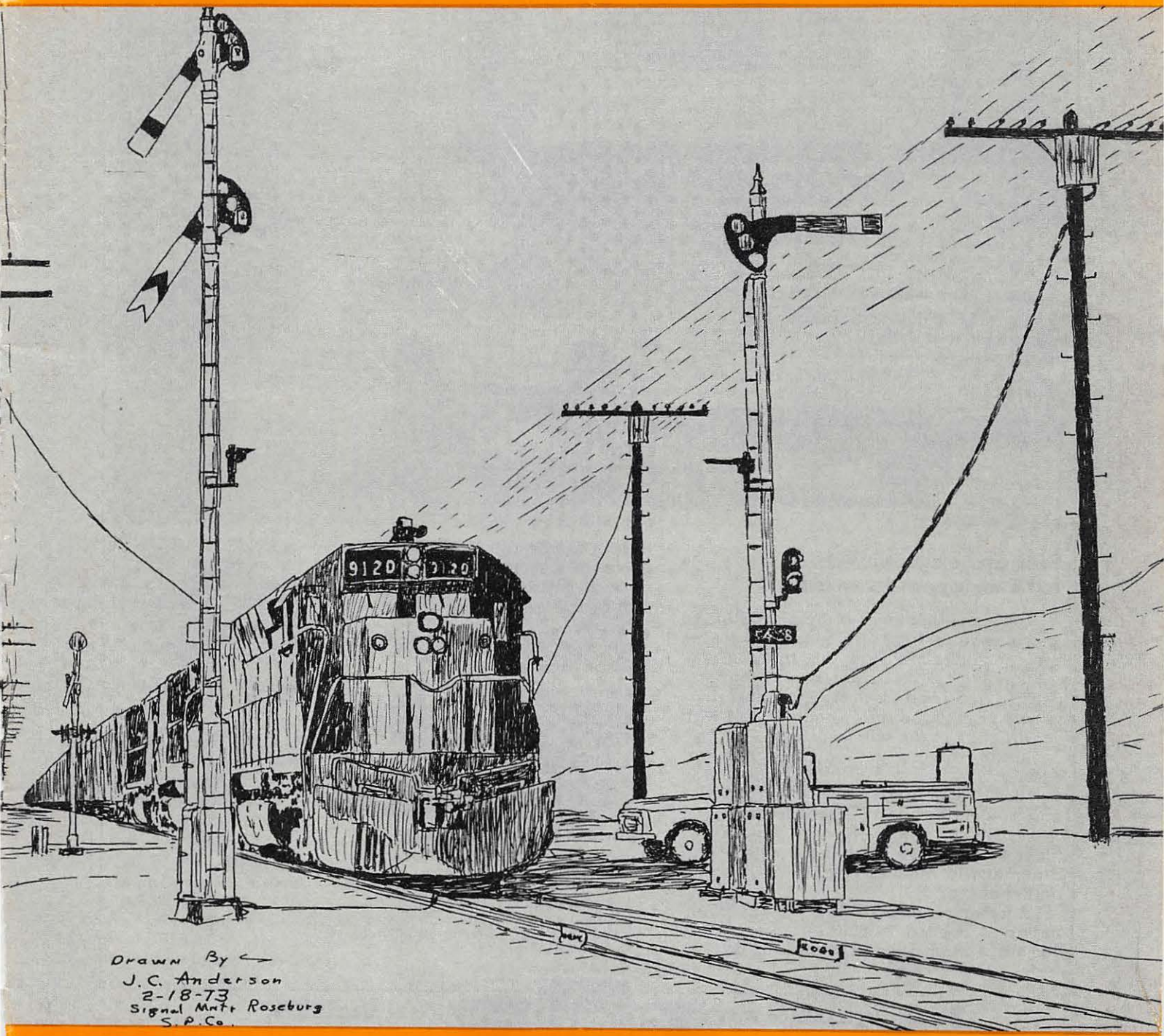
NOVEMBER, 1973

The Signalman's JOURNAL



Constitution changes reported on page 251

CHEVY CAMPER TAMER

Our Cheyenne Camper Special

Pickups engineered with campers in mind

Underneath, there's an improved brake system because front disc/rear drum brakes are computer-matched to truck GVW rating. A massive Girder Beam front suspension and Load Control rear leaf springs to help smooth the ride. Tough double-wall construction in the cab and body.

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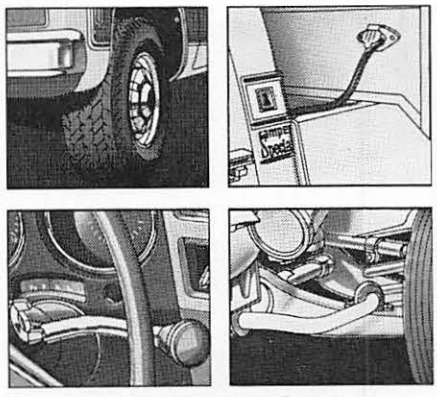
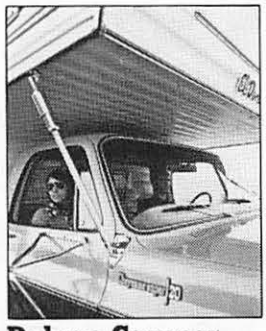
Another result of all this built-in toughness and comfort is built-in value. Value you can appreciate day in, day out, day off.



Camper Special Package

On 3/4- and 1-ton Chevy pickups equipped with a 350 or 454 V8, larger tires, and Turbo Hydra-matic or 4-speed manual transmission, you can order the Camper Special equipment package that includes heavy-duty suspension, a camper wiring harness and front stabilizer.



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OFFICIAL PUBLICATION BROTHERHOOD OF RAILROAD SIGNALMEN

Robert W. McKnight, Editor and Manager

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NOVEMBER, 1973

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Cover: Drawing was made by Joseph C. Anderson, signal maintainer, Southern Pacific, who is also local chairman of the Brotherhood of Railroad Signalmen Local No. 152. Brother Anderson lives in Roseburg, Oregon.

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POSTMASTER'S NOTE: Please report all undeliverable magazines to The Signalman's Journal, 601 W. Golf Road, Mount Prospect, IL 60056 on Form 3579.

ADDRESS CHANGE: B. of R.S. members or other subscribers should promptly advise the editorial office, 601 W. Golf Road, Mount Prospect, IL 60056 if this magazine is coming incorrectly addressed or if they change their address.

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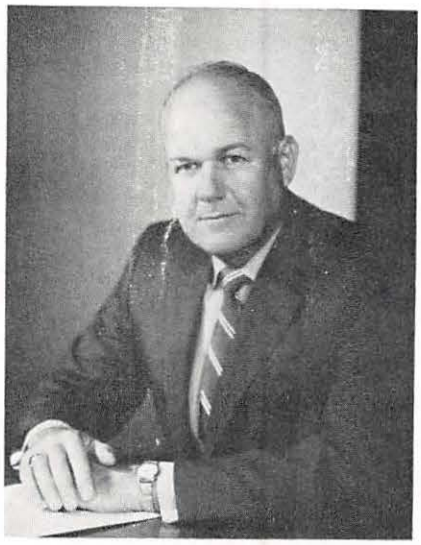


Chamberlain Message

AMONG THE SUBJECTS DISCUSSED at our Convention held in July at New Orleans, was the necessity of merging locals and/or general committees wherever possible and practical.

In my address to the Convention, it was pointed out that we could not overemphasize the need for our organization to take immediate steps wherever possible to merge locals and on merged railroads to merge committees.

Resolution No. 13 as amended, which endorsed this principle, was passed by the Convention and is quoted for your ready reference and information.

"RESOLVED, That all part-time General Committees shall makes efforts to merge with other part-time committees or with other full-time committees upon the recommendation of Grand Lodge's Executive Council. After recommendation of the Executive Council, the committees involved in the recommendation may meet and attempt to work out a merger agreement. In the event no merger can be worked out by the parties involved, the Vice President or Vice Presidents of the region or regions of the properties involved will act as a mediator to help resolve the merger."

The Grand Executive Council will make a thorough study of this matter and come up with recommendations where, in its judgment, such mergers would be practical and will improve the operation, efficiency and representation of the members affected.

I am pleased to report that some committees on their own initiative have taken meaningful and productive steps in that direction.

Since our Convention, the members on the Southern Pacific—Texas and New Orleans, have placed their committee on a full-time basis effective October 1, 1973. In addition, the members of the Missouri-Kansas-Texas voted unanimously to join the Southern Pacific—Texas and New Orleans Committee effective October 1, 1973, to realize the many benefits of full-time representation. While Grand Lodge assisted in working out the details for officially consummating the merger of the Southern Pacific—Texas and New Orleans and the Missouri-Kansas-Texas, full credit must go to the members and the officers of the two committees for their cooperative, progressive, attitude and handling of the matter, as their action was overwhelmingly approved by their members.

Meaningful talks and discussions are taking place among our Pennsylvania and New York Central-Lines West Committees, and we are optimistic that within the near future we will be able to report that they, too, have reached an agreement that will improve their efficiency and strengthen their operations.

We are hopeful and optimistic that our other committees within the Penn Central Railroad will give serious consideration to affiliating with the Pennsylvania and New York Central-Lines West Committee if that merger does, in fact, become a reality.

It is my understanding that meaningful talks and discussions are taking place among the various committees of other railroads—the Burlington Northern Railroad; the Norfolk and Western; and the Chicago, Milwaukee, St. Paul & Pacific —and again I am optimistic about the results of these discussions.

We have repeatedly pointed out that isolated, fragmented operations cannot be effective and such problems are further compounded when our representation is minimal or part-time.

As far as Grand Lodge is concerned, we will never be satisfied until we have reached the objective of full-time committee representation on all railroads. We have repeatedly stated that it is difficult and almost impossible to provide the ultimate in representation with a part-time committee operation.

Of course, there are those who may differ with our opinions and thoughts on this most controversial subject, which is their right. However, if they had an opportunity as we do, to see the difference in the degree of representation provided our membership between part-time and full-time representation, I am confident they would share our views.

Policing of agreements and servicing the membership is a full-time job on any railroad, as we have yet to find a railroad in the United States and Canada where employe-management relations have reached Utopia.

We certainly are encouraged by the progressive steps toward merger or affiliation that have been taken by the committees previously mentioned and wholeheartedly recommend that all other locals and committees, wherever it would be practical, start thinking along these lines and initiate action on their own to do likewise.

Grand Lodge will assist, guide and direct, and will make recommendations wherever in our judgment such mergers or affiliations are logical and will improve the efficiency and effectiveness of the representation. How, the recognition for need and the desire to improve our Brotherhood's operation must come from within the members and officers affected.

Keep in mind that we cannot be wedded to ways of the past, and we must at all times adapt ourselves and our operations at all levels to the requirements of today.

While I can appreciate the desire of all segments of our Brotherhood to retain local or committee identity, in good conscience, such desire cannot justly be supported or motivated by personal reasons.

After all, the identity of the Brotherhood of Railroad Signalmen to our members and our families is a most important factor for our personal welfare. It is our intention and objective to keep it that way and with your help in strengthening our operations at your level, you will not only make our task much easier, but will strengthen our entire Brotherhood in fulfilling our primary objective of being the most representative organization of skilled workers in the United States and Canada.

Constitution changes reported

Delegates to the 39th Regular Convention, held in New Orleans last July, passed certain resolutions and recommendations which resulted in changes in the Constitution of the Brotherhood of Railroad Signalmen. All of the changes became effective October 1, 1973.

The Constitution will be reprinted to reflect the changes. Copies will be available after the first of next year. So that every member will know what Sections of the Constitution are affected, the changes are printed herewith.

Article I

Sec. 3. The sovereign body of this Brotherhood shall be Grand Lodge in Convention assembled. When in Convention assembled the Grand Lodge shall consist of a President, a Secretary-Treasurer, **seven Vice Presidents, a three member Board of Trustees (one Vice President and one Trustee to be elected from Canada)**, together with a Chaplain, a Lever, an Inside Semaphore, an Outside Semaphore and Delegates.

In addition to the Convention Officers, the President shall appoint three Tellers to serve during the Convention. During the election of Officers, the Tellers shall receive and count the votes. The President shall have full and final authority to remove any and all of the Tellers so appointed when necessary to preserve harmony and decorum in the election.

Sec. 4. The Grand Lodge between Conventions shall be composed of a President, a Secretary-Treasurer, **seven Vice Presidents and a three member Board of Trustees (one Vice President and one Trustee to be elected from Canada).**

Sec. 7. The President, Secretary-Treasurer, and one designated Vice President shall be located at the headquarters of the Brotherhood in **Mt. Prospect, Illinois,** or wherever such headquarters may be hereafter located.

Sec. 15. **The elective Grand Lodge Officers of the Brotherhood shall consist of the officers designated in Section 4 of Article I.**

Sec. 19. The elective Officers shall be elected at **each regular Convention,** said election to be the first order of new business. In the event an Officer is on leave of absence during the regular session of the Convention, the temporary successor shall be elected by the Convention.

Sec. 30. **The full time Grand Lodge Officers, both elected and appointed, shall be granted paid vacation, sick leave and all other benefits** in a like manner and effective the same date and on the same basis as are granted to the members of the Brotherhood working on carriers in the United States and secured for them through national agreements between the Brotherhood and the carriers.

General Committees having full-time General Chairmen shall be eligible to participate in the health and welfare plan established by Grand Lodge in accordance with the above provisions for their full-time General Chairmen, when they so desire. **If a General Committee desires to participate in the plan, necessary arrangements must be made with the Secretary-Treasurer of Grand Lodge on a monthly basis by the General Secretary to cover all cost of said participation.**

Sec. 43. The Vice Presidents, under supervision and direction of the President, shall perform such duties as may be assigned to them. They shall assist him in the discharge of his duties at Conventions, organizing, visiting, and instructing Subordinate Lodges in the work of the Brotherhood. They shall file written reports with the President as he may from time to time require on any phase of their work, and shall notify him of all violations of the Constitution and the general conditions of the Subordinate Lodges. **One of the Vice Presidents** shall be elected by the Convention to represent this Brotherhood on the National Railroad Adjustment Board and/or to perform such other work or duties as may be assigned to him by the President, either at Grand Lodge Headquarters or in the field, in the same manner as other Vice Presidents. However, the Vice President so elected shall devote as much of his full time as may be required to the business of the Board. Vice Presidents shall receive expenses as provided in Section 31 of this Article.

Sec. 76. **Notices to be served on a national basis in the United States must be approved in writing by a majority of the General Chairmen affected before any such notices may be served.**

Tentative agreement reached on national notices shall not be signed for the Brotherhood until such tentative agreement has been ratified in writing by a majority of the affected General Chairmen. This shall be accomplished by the President of the Brotherhood convening the General Chairmen. The vote of each affected General Chairman shall be recorded and the action taken will be published in the Signalman's Journal. In the event an affected General Chairman fails to attend the ratification meeting, he shall notify the President of the Brotherhood in writing of his vote for or against ratification.

National concerted movements involving health and welfare, pensions, and sick leave matters, in which other crafts are involved are excepted from the provisions of this Section 76.

Sec. 82. The Grand Executive Council shall have full and complete control of the establishment of General Chairmen's Associations, **and the President shall convene the General Chairmen of the Brotherhood of Railroad Signalmen at least once each year.**

Sec. 83. The President and Secretary-Treasurer of Grand Lodge shall employ the clerical help necessary to conduct the regular business of the Brotherhood at Grand Lodge Headquarters, together with such help as may be necessary in periods of emergency, but they shall only pay such salaries as have been authorized and approved by the Grand Board of Trustees. **All such employes must be members of a recognized labor union affiliated with the AFL-CIO-CLC.**

Sec. 87. The regular triennial Convention shall be held in such city as shall be determined at the preceding Convention. When a change is deemed necessary for the best interests of the Brotherhood, the reasons for such change shall be filed in writing with the Grand Executive Council at least ninety (90) days prior to the Convention. If, in the judgment of the Council, and with the concurrence of the Grand Board of Trustees, sufficient reasons have been filed, they shall name another Convention city and/or date. The Secretary-Treasurer of Grand Lodge shall notify all Subordinate Lodges of the decision reached by the Council and the Board, and unless a majority of the Subordinate Lodges advise the Secretary-Treasurer of Grand Lodge of their disapproval, in writing, within sixty (60) days from the date of his notice to them, the selection made by the Council and the Board shall be final.

Sec. 99. Each Subordinate Lodge in good standing with Grand Lodge and the General Committee on January 1 of the Convention year shall be entitled to be represented at any Convention by two delegates for fifty or less members, and shall be entitled to one additional delegate for each additional fifty members (or major fraction thereof) in good standing with the Subordinate Lodge on January 1 of the Convention year.

Sec. 100. A Subordinate Lodge shall determine by a majority vote of the members present at a regular meeting after January 1 of the Convention year whether it desires to be represented at the Convention, and whether it will send one, two, or more delegates, if entitled to send more than two delegates as provided in Section 99, to the Convention. If the Subordinate Lodge decides to be represented at the Convention, it shall then proceed with the nomination and election of the delegate(s) and alternate(s).

Nominations for delegates and alternates to the Convention will be made at any regular or special meeting of the Local provided, however, that at least thirty (30) days written notice must be given each member by the Recording Secretary, advising him that the nomination for delegates and alternates will take place at that meeting.

Any member who cannot attend the meeting may nominate delegates and alternates by writing the Recording Secretary of his Subordinate Lodge and advising him of the names of his choice for nominees for delegates and alternates. Any such nominations must be in writing and sent by mail to the Recording Secretary.

The Recording Secretary shall stipulate in the regular delegate and alternate nomination notice the last date for receipt of the nominations which may be mailed in by the member who cannot attend the meeting.

The election for delegates and alternates will take place at any regular or special meeting of the Local provided, however, that at least thirty (30) days written notice must be given each member advising him that the elections will take place at the meeting. In the event that a member cannot be present at the election meeting, he may request the Recording Secretary to furnish him an official election ballot which will list the names of all nominees for delegates and alternates and the date by which it must be returned. The member may then mark his ballot, enclose it in a plain ballot envelope and return it to the Recording Secretary in an envelope on which he has placed his name and return address, for counting at the election meeting. Where there are two or more nominees for a position, the member, if he so desires, may mark his ballot for the candidate of his choice in preferential order which will permit his vote to count in case of a tie or run-off election at the meeting.

All elections for delegates and alternates shall be by secret ballot at the officially designated election meeting.

When there is only one nominee for each delegate or alternate, a secret ballot will not be required for election.

Sec. 101. Alternates for delegates shall also be elected by secret ballot at the same time and in the same manner as delegates. The election ballot shall stipulate which alternate is to be elected for which delegate. In case a delegate fails to qualify or cannot attend the Convention, his alternate shall represent the Subordinate Lodge.

Sec. 105. The provisions of Sections 92 to 103 inclusive of this Article I shall govern the qualifications and election of delegates and alternates to regular and special Conventions of this Brotherhood. No delegate or alternate can qualify to represent his Subordinate Lodge in any Convention unless elected in accordance with provisions of Sections 92 to 103 inclusive.

Sec. 107. (Delete)

Sec. 108. (Delete)

Sec. 122. No Officer or member shall be permitted to attend any meeting or conduct business of the Brotherhood when it is apparent he is under the influence of alcoholic beverages or any form of narcotics. Violation of this section shall be cause for suspension.

Sec. 123. No General Committee, Subordinate Lodge or member thereof shall put into circulation any circulars, advertising, or other piece of literature intended for general distribution among its members, or members of the Brotherhood, or the general public or any part thereof, without first sending an exact copy of same to the President and securing in writing his approval of the same, except in case of a referendum vote the Local Lodges and General Committees may circulate a letter to other Local Lodges and/or General Committees on their views of the referendum. This section, however shall not be so construed as to interfere with the rights of Subordinate Lodges and General Committees to announce any entertainment or recreation, or information pertaining to Subordinate Lodge or General Committee affairs, but shall apply strictly to any circular or literature prepared and distributed with the intent to injure or prejudice the reputation or interests of the Subordinate Lodge, General Committee, Grand Lodge, or any member of the Brotherhood.

Sec. 142. There shall be published and distributed to all members in good standing at least ten (10) issues per year, an official organ to be known as "The Signalman's Journal", and each active and retired member shall receive a subscription to the Journal.

Sec. 143. (Delete)

Sec. 146. Grand Lodge shall subscribe to LABOR Newspaper (or CANADIAN RAILWAYMAN in Canada) for each active member of the Brotherhood.

Sec. 151. Out of the dues received monthly, quarterly, or yearly by the Financial Secretary-Treasurer of each Subordinate Lodge, an amount equal to (1⅓) one and one-third hours per month at the prevailing Signalman - Mechanic rate of pay ($5.52 per hour per United States member, and $4.35 per hour per Canadian member on April 1, 1973) shall be paid either monthly, quarterly, or yearly, as the case may be, to the Secretary-Treasurer of Grand Lodge as per capita tax. Subsequent adjustments either upward or downward in the Signalman-Mechanic rate of pay will automatically result in corresponding adjustment in the Grand Lodge per capita tax. The Secretary-Treasurer of Grand Lodge shall notify each General Committee and Subordinate Lodge Financial Secretary of any such adjustments at least sixty (60) days prior to the effective date.

Sec. 152. Out of each member's quarterly per capita tax received by Grand Lodge, $2.20 shall be set aside, of which $2.00 shall be deposited in the Contingent Fund, and 20¢ in the Building Fund. Should it be determined by the Secretary-Treasurer of Grand Lodge that the financial condition of any of the various funds of the Brotherhood warrants a reallocation of the $2.20 set aside, the regular allocations provided for in this Section may be changed for any quarter upon majority approval of the Grand Board of Trustees and the Grand Executive Council.

Sec. 161. The Contingent Fund shall be used to assist members in good standing when they are idle due to an authorized strike or lockout. Under these conditions, married members shall receive a sum not to exceed $25.00 per week, and single members shall receive a sum not to exceed $20.00 per week, so long as and until, in the opinion of the Grand Executive Council, such payments can be continued, reduced or pro rated; the opinion of the Council to be guided by the condition of the Contingent Fund at any particular time and based on the welfare of the members on strike or lockout, as well as being prepared for further emergencies that may entail additional disbursements from such fund to other members under similar conditions. No payments provided for above shall be made to any member or members until two weeks following the date such authorized strike or lockout becomes effective.

Sec. 166. (Delete)

Sec. 167. (Delete)

Sec. 168. The sum of 20¢ shall be set aside out of each quarterly per capita tax paid to Grand Lodge, as required by Section 152 of this Article, for the establishment and maintenance of the Building Fund, under the direction of the Secretary-Treasurer of Grand Lodge. All monies received for the Building Fund shall be kept separate and distinct from any and all other funds and shall be deposited in a reliable bank or banks approved by the Grand Board of Trustees and to the account of "Building Fund, Brotherhood of Railroad Signalmen."

The Brotherhood of Railroad Signalmen's building located at 601 West Golf Road, Mount Prospect, Illinois 60056, was erected and completed with the unanimous approval of the Grand Executive Council and the Grand Board of Trustees during the years 1972 and 1973. In the event that the Grand Executive Council decides by majority action that the building should be sold, such sale shall be made only with the majority approval of the Grand Board of Trustees.

This fund shall be used only for the purpose of defraying cost of maintenance and any additions or betterments to the headquarters building, or for the purchase of another headquarters building in the event it is necessary to sell the present headquarters building.

The President and Secretary-Treasurer shall have authority to lease the rental space in the above building with notification to the Grand Executive Council and the Grand Board of Trustees as to tenants and rates of lease.

Sec. 169. (Delete)

Sec. 184. Any member who has been dropped from membership in this Brotherhood for failure to pay dues and/or assessments, may take application upon forms prescribed for reinstatement to membership but only when payment of a reinstatement fee of not less than amount equal to six (6) months' dues, plus the current quarter's dues and any unpaid assessments accompany the application.

The provisions of this Section will not be applicable to members accepting supervisory or excepted positions with the Carrier not covered by an agreement with the Brotherhood of Railroad Signalmen. Such members will be governed by the applicable provisions of Section 205 of Article I.

Any Subordinate Lodge may establish a larger reinstatement fee by specifying such amount in written bylaws approved and made effective as provided in this Constitution.

Applications for reinstatement shall be made to the Lodge in whose jurisdiction the applicant is working, and shall be considered and decided upon by the Subordinate Lodge in the same manner as provided for the consideration of original application for membership by initiation.

Should an application for reinstatement be rejected by the Subordinate Lodge, all monies accompanying such application shall be returned to the applicant by the Financial Secretary together with notice of his rejection.

Sec. 185. The quarterly dues of each member of this Brotherhood shall be not less than an amount equal to the sum total of the following: Current rate of per capita tax to Grand Lodge, current rate of General Committee per capita tax where applicable, and amount due the Local. Where dues check-off agreements are in effect, the dues shall be payable as provided in the dues check-off agreement, and such dues shall be not less than the foregoing prescribed amount.

A non-member shall apply for membership in this Brotherhood within sixty days after commencing work covered by the agreement, on forms provided for that purpose, and shall remit payment in full with his application, the membership fee and dues in advance, from the first day of the month following the month in which employed to the end of the current quarterly period, and shall thereafter pay dues quarterly in advance in order to maintain membership in accordance with provisions of the applicable union shop agreement, except that an employe under a dues check-off agreement shall pay dues as prescribed by such agreement.

A Subordinate Lodge may change the amount of dues allocated to the Local if it deems it necessary to meet its various obligations, provided such action is approved by a

majority of the voting members in good standing at a regular or special meeting. Any such vote must be by secret ballot and fifteen (15) days written notice must be given all members prior to such meetings, or in a membership referendum.

A yearly membership card shall be issued when dues are paid for a calendar year in advance or before the end of the first quarter of such calendar year. Notwithstanding this provision, however, dues for the first quarter must be paid on or before January 31 to avoid the member becoming delinquent.

Sec. 205. Members not under suspension and against whom no charges are pending, whose dues and assessments are fully paid, shall be issued a withdrawal card by the Financial Secretary of the Subordinate Lodge, provided such members are no longer in railroad service.

Members holding positions which the Brotherhood agrees are not covered by an agreement with this Brotherhood and retaining seniority under current working agreement shall be entitled to a special withdrawal card upon making application and payment of an amount equal to one-half of the Local Lodge dues. Fifty percent of that amount is to be paid to the Grand Lodge as per capita tax; twenty-five percent to be paid to the General Committee; and twenty-five percent to be paid to the Local Lodge. In the event there is no General Committee, fifty percent shall be paid to Grand Lodge, and fifty percent to the Local Lodge. This amount must be paid for each subsequent quarter to the Financial Secretary as long as the member remains on the excepted position. Financial Secretary shall grant special withdrawal cards, same being effective from date applicant assumed such excepted position.

Any member accepting an excepted position who does not comply with the provisions of the preceding paragraph upon return to active service on a position covered by an agreement with the Brotherhood of Railroad Signalmen where he retains seniority shall be required to reinstate his membership by executing the regular application for readmission and shall be assessed by the Secretary-Treasurer of the Subordinate Lodge an amount equal to the last five years' dues plus any assessments levied during that period, either of which have not been previously paid.

A member in good standing with the organization upon being furloughed shall be granted a withdrawal card by his local Financial Secretary as soon as the Secretary has been notified of such furlough, unless member otherwise so directs.

The recipient of a withdrawal card will, unless the member otherwise so directs, be granted a refund of all dues paid (or are known to have been deducted) in advance for all calendar months following the last day of the month in which the member last worked. Such refund shall be paid to the member by the Financial Secretary at the time withdrawal card is issued. Grand Lodge and System Committees will be advised at the time refund is made. Grand Lodge and the System Committee will issue credit to the Subordinate Lodge not later than issuance of following quarterly per capita tax forms.

ARTICLE II

Sec. 2. The charter fee for the institution of a new Subordinate Lodge in this Brotherhood shall be $100.00, payable in advance to the Secretary-Treasurer of Grand Lodge.

Sec. 3. All charter members of a new Subordinate Lodge shall pay a membership fee as specified in Section 183 of Article I of this Constitution, except those members admitted by unexpired transfer or withdrawal cards.

Sec. 6. Grand Lodge shall furnish to newly chartered Subordinate Lodges a charter and all necessary supplies required to place the Local into operation.

ELECTIONS

ARTICLE II, NOTE: All elections under this Article II, including Local Chairmen and Committeemen, must be by secret ballot, except where a candidate for office is unopposed.

Sec. 16. The regular triennial nomination and election of Officers of Subordinate Lodges and Local Grievance Committees shall be held between April 1 and October 15 of the election year. Nominations for Local Lodge Officers shall be made at any regular or special meeting of the Local provided, however, that at least thirty (30) days written notice must be given each member by the Recording Secretary, advising him that the nomination for Local Lodge Officers will take place at that meeting.

Any member who cannot attend the meeting may nominate the candidates of his choice for Local Lodge Officers by writing the Recording Secretary of his Subordinate Lodge and advising him of the names of his choice for nominees. Any such nominations must be in writing and sent by mail to the Recording Secretary.

The Recording Secretary shall stipulate in the nomination notice the last date for receipt of the nominations which may be mailed in by the member who cannot attend the meeting.

The elections for Local Lodge Officers will take place at any regular or special meeting of the Local provided, however, that at least thirty (30) days written notice must be given each member advising him that the election will take place at the meeting. In the event that a member cannot be present at the election meeting, he may request the Recording Secretary to furnish him with an official election ballot which will list the names of all nominees for Local Lodge offices and the date by which it must be returned. The member may then mark his ballot and enclose it in a plain ballot envelope and return it to the Recording Secretary in an envelope on which he has placed his name and return address, for counting at the election meeting. Where there are two or more nominees for a position, the member, if he so desires, may mark his ballot for the candidate of his choice in preferential order which will permit his vote to count in case of a tie or a run-off election at the meeting.

All elections for Local Lodge Officers shall be at the officially designated election meeting. Write-in votes and voting by proxy shall not be permitted.

Sec. 18. When nominations for any particular office have been properly closed, additional nominations for that office shall not be considered.

Sec. 20. Where there are more than two candidates nominated for the same office in a Subordinate Lodge, and none of them receive a majority of the votes cast, a secret

(Please turn to page 271)

Safety laws are discussed

FIRST OF A SERIES OF ONE-day railroad labor-federal safety law seminars was held Nov. 15 at the Ramada Inn in Hapeville, Ga., a suburb of Atlanta. The Railway Labor Executives' Association together with the Congress of Railway Unions and the Office of Safety of the Federal Railroad Administration are jointly sponsoring these one-day seminars at selected geographical locations around the country.

The purpose of these seminars is to bring to local labor officials and union members a more thorough understanding of the existing Federal safety laws; how standards and regulations are generated as a result of the laws; how the laws are enforced; and how the working force can obtain the greatest benefit from safety legislation. It is anticipated that the entire spectrum of federal jurisdiction in railroad safety will be treated.

Workshops chaired by local union officials and assisted by FRA Office of Safety field and headquarters personnel will discuss and entertain questions from the attendees on the following topics:

- Safety appliances
- Hours of service
- Occupational safety and health
- Operating practices and training
- Track standards
- Signals and train control
- Locomotive inspection
- Equipment standards
- Hazardous materials

Labor's vital interest in safety and health from the employee viewpoint was discussed by C. J. Chamberlain, president, Brotherhood of Railroad Signalmen, at this morning session of this first seminar. Abstract of his talk follows.

It's no secret that we are all interested in safety and health—just from the selfish standpoint of working and living in an interesting, enjoyable way. The labor movement has been in the forefront of the struggle to obtain better laws regulating the health and safety of its members. Cooperation with the various governmental agencies — federal, state and local—has been a continuing task of Labor's representatives over the years.

Turning specifically to the railway industry, we've worked closely not only with federal and state agencies, but in later years there has been a more cooperative effort among labor and railroad managements in the safety area.

Speaking of my own affiliation—the Brotherhood of Railroad Signalmen—signalmen have participated in the drawing up and various revisions of the signal installation and maintenance rules, now under the jurisdiction of the Federal Railroad Administration. In the last revision of the signal Rules, Standards and Instructions, approved in January 1966 by the Interstate Commerce Commission (then having jurisdiction), BofRS members actively participated in the 4-year period required for the revisions. This was a prime example of the employee becoming involved in safety regulations to the extent of preparing and delivering testimony before a federal hearing examiner.

In another area of activity, that of locomotive cab safety, Dr. William J. Harris, vice-president research and test department, Association of American Railroads, reported recently that considerable progress is being made largely because of the cooperative efforts of locomotive engineers from the Brotherhood of Locomotive Engineers, from the United Transportation Union, from FRA and from the AAR.

There's really two sides to this theme — Labor's vital interest in safety and health. (1) Labor itself, namely officers of labor unions such as myself; and (2) employees or individual union members.

Let's take up the viewpoint of labor, which I think most everyone thinks of as positions taken by union officials. I am sure my fellow union officers, that is, from other unions, would feel that safety and health are key ingredients to have a contented, yet forward-looking union membership. Also as duly elected representatives of working men and women we are in a position to make their wishes known to those who would legislate and administer rules, regulations or laws governing health and safety. From the practical standpoint of getting "the word" to those who legislate and administer in a practical way, we can carry out the requests of our members, and we do.

One of our advantages of being union officials is that we have a wealth of talent, experience and knowledge to draw upon from our members, some 600,000 in the railway industry alone.

Of course, one of our most constant chores is that of keeping the lines of communication open between those of us in a headquarters and the membership. This meeting, for example, is another practical form of communications. Several of our general chairmen are attending this seminar. Not only will they personally benefit by this experience, but they will report to their local lodges and BofRS membership on this seminar.

From the employee's viewpoint, the union or Labor, if you wish, can provide a focal point for action in the safety and health area. Also with the newly enacted Occupational Safety and Health Administration laws, the individual employee can make complaints about unsafe working conditions or potentially unsafe working conditions and his complaints will be investigated by OSHA. Thus, the individual can see results from his own actions.

Of course, working through his elected union officials, the individual employee can "multiply" his voice "a hundred fold" or more in working with legislators and regulators. At the workshops some men will bring out ideas that are not their own, but will be from individuals with whom they work. Admittedly a great deal will come from the personal experiences of those attending this seminar, but I think it is safe to say that any general chairman worth his salt knows his men.

I think it is vital that information developed at this seminar, not only at this general session, but more importantly from the workshops be disseminated as widely as possible. This is where the individual employee also has a vital stake in safety and health. Accordingly, we who attend this seminar have a responsibility to carry the word far and wide to get it down to the grass roots level so that each employee can feel that he is not working in the dark and that he is fully informed.

Safety law seminar held in Atlanta

The employee, of course, is much concerned with safety in his daily work. In this he has the understanding of his employer as well as of his union. Railroads have had safety programs for years, and many tailor them to specific jobs or crafts, often with daily slogans or reminders to be sure that everyone works safely. Obviously an injured or sick employee represents lost manpower, but it also throws the burden of his work on someone else. For train and engine service, someone else takes the absent employee's place, but I suspect that in the clerical, some maintenance of way and signaling positions, the absent employee's work is spread out over others, thereby increasing their workloads.

Here again, sickness or injury are not only of concern to the individual employee who is incapacitated, but is of concern to his fellow employees, his employer and his union.

That we in the railway labor movement are concerned is evidenced not only by the attendance at this seminar, but by our sponsorship of the seminar. Safety and health are of vital concern to us as individuals, as union officials, as administrators and regulators of federal safety laws and as concerned human beings. I think this seminar and those that will follow clearly show that we do care about safety and health, and that working together we can achieve a healthful, safe, interesting and enjoyable life, not only in our working hours but in our leisure hours as well.

PC gets track safety relief from FRA

FEDERAL RAILROAD ADMINistration on Oct. 16 granted the Penn Central Transportation Company a limited interim waiver of provisions of its Federal Track Safety Standards issued pursuant to the Federal Railroad Safety Act of 1970. Railroad Administrator John W. Ingram said that the waiver should permit operation of the railroad, while at the same time preserving to the maximum extent possible safety of such operations. Penn Central had withdrawn some 2,790 miles of track from service at 12:01 a.m. on Tuesday, October 16, the effective date for the new standards. All told, Penn Central had claimed in its petition filed on October 10, 1973, that 6,901 miles of its track failed to meet minimum safety standards. This was broken down into 144.6 miles of mainline, 1,561.2 miles of branch line, 1,698.9 miles of secondary track, 231.8 miles of passing sidings, 153.5 miles of running-connecting track, 390.4 miles of industrial track, and 2,720.6 miles identified as "other yard track."

Ingram stated that the waiver would be effective until superseded by a final order or orders with respect to some or all of the trackage covered in Penn Central's petition for exemption from the law.

The waiver was announced following day-long hearings at the Department of Transportation.

Several provisions and qualifications were included in the limited interim waiver. Among the provisions:

—All track classified in the petition as mainline track, and all track over which passenger trains are operated, shall be restored to compliance with minimum standards within 30 days.

—During the waiver period, Penn Central shall inspect substandard mainline track daily; shall inspect yard track weekly; and shall inspect all other non-complying track weekly or prior to train movement if there is less than one train per week operated over those lines.

—Operating speed on substandard mainline, branch, secondary and passing track is restricted to eight mph; speed on substandard yard, industrial and running connection track is restricted to six mph.

—No trains in revenue passenger service shall be operated over substandard track; all trains operating on substandard track adjacent to track used by passenger trains must stop and conduct an inspection of the passenger track prior to passage of the passenger train, and must have completed such inspection in sufficient time to flag any moving passenger train if necessary.

—No hazardous materials shall move over substandard track until special approval has been issued by the Federal Railroad Administration.

—All derailments on substandard track are to be reported telegraphically to the Federal Railroad Administration.

—Penn Central supervisory personnel shall certify weekly, in writing, that operations are being conducted in accordance with the provisions of the order; they shall also add any other operating restrictions including the prohibition of all operations, if deemed necessary for safe operation.

—Operations over substandard track may be continued provided terms of Section 213.11 of the Railroad Safety Act of 1970 are met (continuous supervision by a qualified individual over an ongoing restoration or renewal project).

UP to test catenary

TWO TEST SECTIONS OF electric catenary structures will be built by Union Pacific Railroad along its lines in Wyoming and Utah to test the feasibility of changing over a major portion of its main line operations from diesel to electric locomotives.

Electric catenary is the overhead cable and structure supplying power to electric locomotives.

One test section will be built by the end of this year near Farmington, Utah, 15 miles north of Salt Lake City. UP officials say this section will be patterned on a design developed by European railroads which are highly electrified. Although neither of the test sections will be electrified for train operation, the Farmington site will be energized for inductive interference tests. These tests will explore possiable interference from the high voltage lines with the railroad's other signal and communication lines.

The second section will be built in Wyoming, about 20 miles west of Cheyenne. Construction is scheduled for next spring and will use American-designed materials. Railroad engineers state the principle purpose of the tests is to study how well the two designs will withstand severe weather extremes.

Union Pacific Railroad has previously undertaken extensive studies on the possible electrification of its main line from North Platte, Neb. to Salt Lake City, Utah and Pocatello, Ida.

NTSB reports on ICG wreck

DURING THE MORNING rush hour on October 30, 1972, Illinois Central Gulf commuter train 416, which consisted of four new bi-level Highliner cars, overran the 27th Street station at Chicago, Ill. While backing up to the station platform, at 7:38 a.m., train 416 was struck from the rear by ICG commuter train 720, which consisted of six older cars and was operating on the same track as the train 416. A third train, passing on an adjacent track, sideswiped the wreckage.

The collision destroyed the rear half of the last car on train 416 and the first 10 ft. of the lead car on train 720; 45 passengers were killed, and 332 persons were injured.

The National Transportation Safety Board determines that the probable cause of this accident was the reverse movement of train 416 without flag protection into a previously vacated signal block and the failure of the engineer of train 720, while operating faster than the prescribed speed, to perceive the train ahead in time to avoid the collision. Ambiguous rules which caused confusion among employes regarding the necessity to flag within automatic-block signal system limits and the reduced importance of flagging in suburban service implied by the management's failure to enforce Rules 7, 35, 99, 896, and 1003 also contributed to the accident.

Contributing to the high incidence of fatality was the overriding of the underframe of the Highliner car by the oldest car, which allowed the older car to telescope the Highliner car.

The Accident At 7:06 a.m., on October 30, 1972, ICG commuter train 416 departed from the South Chicago station, on time, and headed north toward downtown Chicago. The train consisted of four new bi-level Highliner cars and was manned by an engineer, a collector, and a conductor. Ealier that morning, the train crew reported to work at the 83d Street yard, where they inspected the train and tested the airbrakes. Before the train was taken to South Chicago for the start of its revenue run, the conductor instructed the engineer to make all stops enroute to downtown Chicago, including the flag stop at 27th Street.

The train's brakes seemed to operate perfectly at each of the 12 station stops between South Chicago and 53d Street. At the 53d Street station, train 416 waited for ICG commuter train 718 in order to transfer passengers, but left at 7:31 on track 3, when 718 did not arrive on time. Some passengers were standing in the first and last cars of 416 after the 53d Street stop.

As the train passed 31st Street, the conductor, standing in the center vestibule of the third car, announced the stop at 27th Street over the intercom. The train approached the 27th Street station in daylight under an overcast sky. The engineer testified that when he applied the brakes, 416 was traveling at 62 mph. The train, however, passed the station platform at a speed estimated by several witnesses as between 20 and 50 mph. When the train finally stopped, the rear car was about 600 ft north of the platform and about 400 ft north of Signal 3-3.10.

The conductor proceeded to the center vestibule of the rear car, opened one of the doors on the platform (west) side of the train, and plugged his microphone into the train's intercom system. The engineer buzzed the conductor for permission to back up, and the conductor told him over the intercom to do so.

While the train backed toward the platform at a speed of between 5 and 15 mph, the conductor remained in the center vestibule, maintained contact with the engineer, and leaned out the open door. The engineer simultaneously leaned out the east side of the train and looked back until he was forced to pull his head in by the approach of train 718 on the adjacent track. The collector was proceeding toward the engineer's operating compartment.

When the rear of train 416 came alongside the station platform, the conductor repeatedly instructed the engineer to stop. The train had almost stopped when it was struck from the rear at 7:38 a.m. by northbound train 720, which was also operating on track 3. The conductor remained on 416 until just before impact.

Train 720. Train 720 had started its revenue run at South Chicago 9 minutes after the departure of train 416. Train 720 consisted of six "old" cars and was manned by an engineer, a collector, and a conductor. The crew, like the crew of 416, had reported to work that morning at the 83d Street yard.

Train 720 had seven scheduled stops between South Chicago and Stony Island Avenue and then had no scheduled stops until Roosevelt Road (12th Street). The brakes worked properly at each of the seven stops, and the train departed from Stony Island Avenue on time. All seats were occupied, and some passengers were standing.

At 67th Street, train 720 was routed onto track 3. Because all signals enroute to Signal 3-3.60 (at 31st Street) displayed clear aspects, the engineer accelerated the train to the maximum attainable speed, which he estimated to be between 55 and 60 mph. The train was not equipped with a speedometer.

Signal 3-3.60 displayed a yellow aspect as 720 approached. At that time, the collector was in the vestibule at the rear of the second car, and the conductor was in the fourth car. The engineer stated that because he expected to catch train 416, he had already set the brakes before he observed Signal 3-3.60. He said that he then further reduced air pressure, and 720 passed the signal at a speed which the engineer estimated to be about 40 mph.

The engineer's view of Signal 3-3.10 from 31st Street was obstructed by an overhead walkway at 27th Street. The engineer first observed train 416 when 720 was "four to six car lengths from the (27th Street) platform." At that time, 416 was alongside the platform and still backing. The engineer of 720 applied the emergency brakes, threw the operating lever to the reverse position, blew the horn, and evacuated the operating compartment. He warned the passengers in the first car that a crash was imminent, and had just entered the passenger area when the collision occurred.

A passenger who was riding in the front vestibule of the first car had also sighted 416. She ran back into the passenger area before the engineer left his compartment and was about halfway down the aisle of the car when impact occurred.

Safety board reports on ICG derailment

The collision. The leading coupler of the first car of train 720 was broken off by the impact, and the car overrode the underframe of the rear car of 416. The first car of 720 then sheared off the collision posts on the rear car of 416, veered slightly to the right, and moved through the passenger section. The lead truck on 720's first car was thrown from under the car and came to rest along the east side of the track. The rear truck was derailed and came to rest against the rear truck of the Highliner car.

The wreckage from the impact sideswiped the last car of train 718, which was passing by on track 4. Passengers in that car heard a noise like an explosion, saw flying glass and dust, and felt their car rock from the impact of the spreading debris. The car, however, did not derail.

Probable Cause The National Transportation Safety Board determines that the probable cause of this accident was the reverse movement of train 416 without flag protection into a previously vacated signal block and the failure of the engineer of train 720, while operating faster than the prescribed speed, to perceive the train ahead in time to avoid the collision. Ambiguous rules which caused confusion among employes regarding the necessity to flag within automatic-block signal system limits and the reduced importance of flagging in suburban service implied by the management's failure to enforce Rules 7, 35, 99, 896, and 1003 also contributed to the accident.

Contributing to the high incidence of fatality was the overriding of the underframe of the Highliner car by the older car, which allowed the lower car to telescope the Highliner car.

Recommendations. The National Transportation Safety Board recommends that:

(1) The Illinois Central Gulf ensure that its employes understand and comply with its operating rules. In order to do this, the ICG should improve its training program by developing:

(a) Books of standard interpretations of its rules in situations met both routinely and only occasionally to provide a basis for better use of the rule book in instruction; and

(b) A system of regularly testing the ability of employes to interpret actions required in specific operating situations.

(2) The Illinois Central Gulf Railroad review its organization systematically to ensure that safety is covered adequately in all interactions of equipment, personnel, rules, and procedures. For example, the Highliner design does not allow the conductor to use the intercom and emergency brake valve from the rear of the car, which is the logical location for supervising a reverse movement.

(3) The Federal Railroad Administration and the Urban Mass Transportation Administration cooperate in sponsoring an independent study to justify or disprove the need for a requirement that high-speed commuter train operations be governed by some form of automatic train-control system or some special procedures that will prevent a collision of two trains.

Earlier recommendations. The National Transportation Safety Board recommends that the Illinois Central Gulf Railroad and the Chicago South Suburban Mass Transit District:

(1) Install attention - getting marker lights, which are effective in all light conditions, and provide definitive attention-getting colored markings at the ends of trains made up of Highliner cars. These actions should be considered also for other commuter passenger cars of generally dark coloration.

Until the causal factors related to signals and operating rules are determined, the Safety Board recommends that in order to guard against a repetition of the accident sequence, the ICGRR:

(2) Revise Rule 515 in the current Illinois Central Rules and Regulations of the Operating Department to provide that train or engine which has passed beyond the limits of a block must not reenter that block without the protection of a train order.

This procedure, by removing the authority to reenter a block under a flag protection, also removes any possible uncertainties as to what flagging action would be required under Rule 99 (a) in relation to Rule 515. Rule 99 of the ICGRR is the same as Rule 99 of the Association of American Railroad's Standard Code of Operating Rules. The Safety Board in its special study entitled "Signals and Operating Rules as Causal Factors in Train Accidents," adopted on December 2, 1971, pointed out some vague areas in Rule 99. The requirement for a train order will insure that any following train, if affected, will be notified. This procedure is practical on railroads, such as the ICGRR, which have radio communication.

The Safety Board also recommends that, as an interim measure, the ICGRR:

(3) Establish procedures that will prohibit a train from entering a block already occupied by a passenger train except under protection of a train order.

Although it appears that the following train in this accident did not enter the block while the first train was still occupying it, the operating rules would allow such an entry at restricted speed. In this accident, the second train apparently passed an approach signal at 31st Street and was required to reduce to medium speed (30 mph) at once and to approach the next signal prepared to stop. The damage is evidence that the second train did not approach the collision point prepared to stop. Therefore, the Safety Board concludes that a second train can enter an occupied block on a restricting signal and strike an occupied train at a speed that can inflict serious and possibly fatal, injuries to passengers and employees. This recommendation, in conjunction with the recommended change of Rule 515, will insure that two trains moving in the same direction on the same track will not occupy the same block except by a train order which will reduce to a minimum the risk of a collision between them.

This accident also involves the maximum specified speeds for trains moving under various signal indications. All knowledge of train speed during the accident, however, must be based upon estimates of persons or indirect inference, because the older, following train was not equipped with any form of speedometer. In order to follow the rule the engineer of that train had to estimate his speed which is an unreliable method of determining

speed. The new Highliner trains are equipped with speed indicators, and a speed indicator was installed in an older train by the railroad for the purpose of operating tests a few days after the accident.

The Safety Board recommends that the ICGRR:

(4) Provide a reasonably accurate speedometer for the use of engineers required to operate trains wherever rules require limit or control of speed.

Rail research is a cooperative effort

"GIVEN THE COOPERATIVE influence from railroads in terms of manpower, from the supply industry in terms of manpower and dollars, and from FRA in terms of contracts and efforts they are doing essentially on or under our direction, we are mapping out an $8 million research program," reports Dr. William J. Harris, Jr., vice-president research and test department, Association of American Railroads.

Speaking of the national program of track-train dynamics, Harris said "the program is aimed at trying to understand the dynamic interaction of cars and the whole train structure, and what the track structure is so that we can create the basis for the design of improved systems. This cooperative effort, now running at the rate of about $2 million per year —about one-quarter supported by the railroads, another 15% direct out of the AAR budget, the Federal Railroad Administration supporting about a third of the program, the Canadian government and the supply industry supporting the balance —is directed at the fundamental question of the degree to which we can and need to control trains effectively and operate them safely and efficiently."

In addition to using the mathematical model approach to the problem, Harris said "we have collected train handling procedures and train handling guidelines from all railroads, which can be viewed as a statement of consensus the railroad industry has arrived at in terms of how to operate the very complicated pieces of equipment that we call a train in effective operations today.

"If you look at what a locomotive engineer is required to do, taking a consist whose stability he doesn't understand over a track structure of substantial variability with essentially no information, that is conveyed to him by the seat of his pants with 14,000 trailing tons, in some instances, and up to 12-13,000 hp, you can understand why we do indeed have difficulties from time to time to control trains. In this track-train dynamics program, we believe we can demonstrate ways of increasing the effectiveness of that engineer without changing the train consists or the track structure for the moment. Later as economic opportunities permit us to produce higher earnings, we expect to see improved equipment move in service."

Another kind of program of research has to do with locomotive cab safety. Concerning collisions, Harris said that "we have a total obligation to insure that we have been prudent in the design of cabs so as to insure a greater chance for survivability if indeed that can be achieved. For 2½ years, a committee made up of people from the Brotherhood of Locomotive Engineers, the United Transportation Union, the FRA and the AAR have been meeting. We have assembled substantial data on the frequency of various kinds of accidents, both low-energy instances and high-energy instances. We've tried to sort out what can be done immediately and what can be done in the middle term.

"Simultaneously we are looking at the problem of energy exchange in an overtaking collision attempting to determine whether it is possible by an anti-climbing or a deflecting device to increase the chance that a man in a cab in an overtaking accident will survive that accident. The people from labor working with us have been totally realistic about this program. They recognize that the kind of energies we're talking about approximate those of a 747 flying into the side of a mountain at about 400 mph, and recognize therefore, that not every railroad accident is a survival accident. But the analytical studies we have underway will give us some prospects for making improvements to take care of the high energy problem and also the low-energy problem."

Next Harris pointed to a benefit from recent research efforts. "Now it's easy to say that those few hundred people who had their hands crushed in cab doors last year were just careless. But as we examine the way the cab door is laid out—the latch on that cab door as is currently established—it's quite clear from a simplistic human interest point of view that there are simple changes that can be made. The Mechanical Division, AAR, general committee has voted to make those changes, and the new locomotives—with a very simple relocation and the addition of a better handle—are expected to reduce the number of minor injuries by a substantial degree."

In the signal area, Harris mentioned work in standardizing on the use of frequencies in overlay track circuits, and to determine performance standards for highway grade crossing protection equipment. "We shall reach, within the next six months, agreement on recommending audio frequency overlay standards which will be used in the design of all future equipment and potentially make them susceptible to retrofitting on existing equipment where necessary.

"We recognize that each supplier has adopted his own set of permitted frequencies. These turn out on careful examination to raise some interference problems, which with the expansion of grade crossing systems could provide some serious difficulties in terms of compatibility of systems. Working with suppliers," Harris said agreement will be reached on afo standards.

Simultaneously with the Santa Fe, AAR is engaged in a study to assist the industry in preparing for effective performance standards for grade crossing system. "I mean this in no critical way, but we, for the most part, have bought what the manufacturers have sold us in terms of grade crossing systems. Considering the number of systems that is likely to go into service over the next 4 to 5 years, and the very substantial cost that will be required to be expended by the railroads on those systems, we have an opportunity now to be sure that the performance standards created for those systems take into account maintainability as well as the effective operation of the system per se. We hope to anticipate governmental activities pursuing a similar objective and are coordinating our program with them," Harris said.

To read without thinking is to eat without digesting.

Retirement Reminders

From the Office of

SECRETARY-TREASURER

Railroad Retirement Reminders for the New Year

Many of the questions asked of the Railroad Retirement Board at the end of the year center on Medicare, closing dates, earnings limitations and taxes. The following will answer some of these questions:

(1) In a few months I will be 65. How do I sign up for Medicare coverage?

Entitlement for both hospital and medical Medicare coverage is automatic at age 65 for almost all annuitants on the Board's rolls. Employees who have not retired by age 65 must file applications to get coverage. Their applications should be filed at a field office of the Board during the three months prior to the month of their 65th birthday. This will give them immediate coverage at age 65.

(2) When I was 65 I did not choose to have the supplementary medical (doctor-bill) coverage of Medicare at that time. Will I have another opportunity to obtain this coverage?

Yes. You can apply during any general enrollment period which runs from January 1, through March 31, of each year. If you enroll during that time, your coverage will begin the following July 1. Your premiums will be higher because of late enrollment.

(3) In 1970 I applied for supplementary medical coverage in a general enrollment period but was denied coverage because it was more than three years after the time I could have first enrolled. Should I apply again?

Yes, in the general enrollment period beginning January 1. The denial of coverage for such late enrollments or re-enrollments for doctor-bill insurance has been eliminated.

(4) What about Medicare enrollment for disabled employees, widows, and children who can be eligible before age 65?

To be eligible a person must have met the social security disability benefit standards and have received, or been considered in, an annuity paid by the Board for at least 24 months. Persons who meet these requirements and who have been receiving disability annuities are enrolled automatically when they qualify. Some eligibles, such as the disabled children (at least age 18 and disabled before age 22) of retired employees must contact a Board field officer. Other eligibles who would have to contact the Board are annuitants retired before 65 on the basis of age who have become totally disabled and widows aged 50 or older who are totally disabled but have not filed a claim for disability because they are receiving survivor benefits on the basis of caring for minor or disabled children.

(5) Must an employee actually be receiving a railroad retirement annuity before he or his wife or child can qualify for early Medicare coverage if they become victims of chronic kidney disease?

No, neither the employee nor his wife or dependent child need be an annuitant. However, the employee must meet certain minimum earnings or service requirements. It is also required that the individual's physical condition necessitate hemodialysis or a kidney transplant. Contact a Board field office if you or someone in your family is afflicted. Coverage can begin with the third month after the month he or she begins a course of hemodialysis.

(6) Will the Medicare coinsurance charges a beneficiary pays for hospitalization increase in 1974?

Yes. A Medicare patient will have to pay the first $84 of his or her hospital bills, or $12 more than the present $72 charge.

In addition, a patient's daily bill for hospital care between the 61st and 90th days will be raised to $21, from $18, and the daily costs for post-hospital care in a skilled nursing home between the 21st and 100th days will go up to $10.50, from $9.

(7) What are the supplemental annuity closing dates for 1974 and how important are they?

Closing dates are very important. Employees or retirees who perform any railroad employment, including work for a railroad union, after their closing date permanently lose their eligibility for a railroad retirement supplemental annuity.

Employees who reached age 65 in 1973 must discontinue railroad work on or before January 31, 1974. For those reaching age 65 in 1974 and later years, the closing date is the last day of the month after the month in which they become 65. It should be noted that an employee reaches a given age one day before

his birthday.

The Board suggests that employees age 62 or older contact the nearest Board field office for help in establishing proof of their age. This will prevent the possibility of their losing a supplemental annuity through any misunderstanding on their correct age.

(8) I am receiving an aged widow's annuity from the Board and working in part-time employment. How much can I earn without losing any benefits?

Earnings above $2,100 in 1973 and above $2,400 in 1974 reduce benefits by $1 for each $2 of earnings over these limits. However, benefits will not be reduced for any month in which earnings are $175 or less in 1973 or $200 or less in 1974.

These earnings limitations apply to survivors and also to a few retirees and wives being paid under the special guaranty (O/M). However, different earnings restrictions apply for disability annuitants. Also, the annuity of any beneficiary is not payable for any month in which the beneficiary works for a railroad.

(9) How should railroad retirement beneficiaries report earnings above these limits to the Board?

Beneficiaries whose payments are subject to restriction because of excess earnings should report their expected earnings for the year to the nearest Board field office as soon as they know their earnings will be more than the prescribed limit. The Board can then make immediate adjustments in benefit payments, thus relieving the beneficiary of repaying a large overpayment after the end of the year.

(10) Are railroad retirement benefits subject to income taxes?

Regular railroad retirement and survivor benefits are *not* subject to Federal or State income taxes and should not be listed on your tax return. Unemployment and sickness benefits paid by the Board are also nontaxable. On the other hand, supplemental employee annuities must be included along with other taxable income on your Federal income tax return. The Board will send you a form early in 1974 that will show the total amount of supplemental annuity payments you received in 1973. In the opinion of the Board's legal counsel, supplemental annuities are exempt from State income taxes.

(11) I have been receiving monthly survivor benefits from the Board on the basis of being a full-time college student but will probably not return to school after Chirstmas vacation. When should I notify the Board?

You should notify the nearest field office of the Board right away to avoid any overpayment which would have to be repaid.

(12) Has there been a change in railroad retirement tax rates?

Yes. On October 1, 1973, employee tax rates for most employees were reduced to 5.85 percent, the same level as social security taxes. However, for employees covered by a negotiated pension plan containing a moratorium on pay rate changes, the reduction is postponed until that moratorium expires. Beginning with January 1974, the amount of earnings subject to the railroad retirement tax increases from $900 per month to $1,050 per month.

Union Membership Continues Upward

TOTAL UNION MEMBERship in the United States continued its upward trend last year, rising from 18,998,000 in 1971 to a new record of 19,430,000 in 1972, the Labor Dept.'s Bureau of Labor Statistics (BLS) reports.

However, with the total labor force increasing almost 3 million to 88,991,000 union membership as a percentage of the total labor force dropped slightly from 21.9 percent to 21.8 percent.

In 1972 the Labor Movement represented 26.7 percent of all employes in non-agricultural establishments.

The Bureau reported that the addition of members of public and professional associations with headquarters in the U.S. brings total membership to 23,049,000 for 1972.

Organizational activity in and outside the nation, BLS said, continued to be most successful in the public sector where more than 400,000 new members were recruited since 1970. A slight decrease in the number of organized federal employes was more than offset by a sizeable jump in the membership at the state and local level.

Membership in national and international unions has increased moderately since 1970, reaching an all-time high of 20.8 million in 1972, including Canadian members.

Membership in the manufacturing sector, where the extent of unionization traditionally has been high, decreased by about 245,000 between 1970 and 1972. This drop was not unanticipated, however, in view of major job cutbacks in several highly organized industries such as aircraft and parts and non-electrical industry.

In contrast to this decline, approximately 246,000 employes in non-manufacturing industries were added to union rolls during the same two years and membership in government unions increased by 143,000, all at the state and local level.

The study said AFL-CIO affiliates reported 16.4 million members in 1972, compared with 15.9 million in 1970. Unaffiliated union membership declined from 1970's level of 4.8 million members to 4.4 million. Some of this drop reflected shifts to AFL-CIO unions.

White-collar membership, continuing a long-term upward trend, increased by 75,000 over the 1970 level, to 3.4 million workers. Membership of women likewise continued to grow; 241,000 women were recruited during the period, raising the total to 4.5 million.

Membership in 13 national and international unions, two of which were not affiliated with the AFL-CIO in 1972, increased by at least 100,000 in the past decade. In absolute terms, the one-half million membership gain by the Steelworkers was the largest recorded over the 10-year period. Relatively, the 250 percent increase, or 178,000 members, by American Federation of Teachers was considerably higher than that recorded by any other union.

DRESS AND LOOK ALIKES

Today's girls look just like the girls of 20 years ago.

In fact some of them are the girls of 20 years ago.

Railroad editors hear labor-management forum

LABOR-MANAGEMENT COOPeration to a better understanding for the further improvement and progress of the railway industry was the theme of a labor-management forum held during the annual convention of the Association of Railroad Editors in Minneapolis in September. Participants were Q. C. Gabriel, vice-president, United Transportation Union and David P. Lee, general counsel, National Railway Labor Conference. Moderator was Clifford G. Massoth, director of public relations, Illinois Central Gulf.

Opening Statement by Lee: The agreement reached early this year between the railroads and 14 unions was very significant for several reasons.

(1) It was signed 4 months early.

(2) This happened because both sides wanted to reach an agreement and avoid a crisis.

(3) It included retirement changes, supported before Congress by both railway labor and management.

The unions also helped in getting amendments to the Interstate Commerce Commission regulations, expediting rate increase procedures to offset the industry's added cost in relation to the new retirement program.

There has been a remarkable change in attitudes with both labor and management showing a willingness to work together to accomplish goals that were not attainable before.

Helpful to the peaceful trend which we have enjoyed in labor-management relations have been the standing committees which have the task of monitoring the national agreements and acting as final arbiters on disputes, and the committees which have prior charge of trying to solve things among themselves without calling in third parties as provided for by the general agreement.

An example of this is the fireman issue which has been monitored by a standing committee. This committee has done its job so well that there have been remarkably few disputes, and those that have come up have been resolved without the need of a third party.

Other committees have a broad charter to deal with issues not resolved in negotiations even though they arise perennially. A UTU committee in this area spent one week deciding an issue determining the basic pay for operating employes. This is the most complicated of all issues, but it was resolved by the committee.

Studies are going on now, directed toward the time when we must return to the negotiating arena. We will be far ahead concerning real interests when that happens. These committees are primarily responsible for the harmonious labor-management relationship which now exists.

Opening Statement by Gabriel: The reason why the situation has developed as it has in the last 18 months can be traced to two things: (1) unification of four old line railroad unions, and (2) the election of Al Chesser as president of the UTU.

With the introduction of the ASTRO Report, management sought support of the unions and Chesser said no—not until you, as management, help us develop better relations between our committees and management of the railroads. We had taken quite a beating since 1957 on the fireman issue. Chesser said "the railroads are ours as well as your stockholders'. It's 'our' industry. You help us and we will help you."

The railroads definitely need money and we don't think they should have to pay 12% to get it. The government, which subsidizes waterways, trucks and airlines, ought to put some money aside to make loans available to the railroads.

When Chesser came out with his Project 70 program, Bill Dempsey (chairman of the National Railway Labor Conference) and many of the railroad presidents agreed with his views. A committee was appointed to see what could be done to improve labor-management relations. Chesser asked his people to list their grievances against management: What's bothering you? Mainly the answers concerned discipline, harassment and inability of local chairmen and management to get along. Experts were brought in and these matters were discussed.

A union has to be good at the bottom it it's a good union. The local grievance man is a key—if he can accomplish some things, the local membership realizes he has some value. They will then listen when their president says do something.

The UTU and Burlington Northern have worked together to develop a program aimed at overcoming problems at the local level. We toured the BN system and held a series of meetings with local grievance representatives and management people of each area. In these meetings we discussed anything anybody wanted to discuss concerning the relationship between people in that room. These meetings were highly beneficial.

We need a good chain of command between the union and management sides. This is lacking on many railroads. There are more grievances about crews being called out and then having to wait for hours for their trains to come in, than over almost anything else.

But things are changing. They have to change or we will all go down the drain together.

Lee in Rebuttal: It is "our" industry as Gabe says and we ought to look at things in that concept. This has occurred and the main reason is Chesser's program.

Now, how does this apply to editors? It is up to editors, I think, to dig out the accomplishments that have come quietly and let everybody know about them. The progress that has been made is a better story and a bigger story than strikes.

Question: What is the next logical step in reproachment from our standpoint?

Gabriel: Chesser says Project 70 will continue as long as he is president. He doesn't intend to let management or the UTU go back to the old ways.

Question: Do standing committees include one which will make recommendations to Congress concerning changes in the Railroad Retirement Act?

Lee: We do have a committee to resolve railroad retirement problems and many other problems yet to be resolved. When Congress passed the law it requested that certain steps be taken by the parties to the agreement. It called for recommendations at the expiration of the agreement and we are required to make progress reports periodically. So far the discussions have been of a prelimi-

nary nature—mapping out the program and points to be discussed. Meetings will continue and on a broader basis. The Committee is to report its recommendations to Congress by next April 1. By that time we hope to have resolved the basic issues.

Question: When new contracts are considered, initial demands are so far out of sight that they create antagonisms and everybody winds up disappointed when they compare results to initial demands. Do you expect this practice to continue?

Gabriel: That didn't happen last time. The UTU went in for wage increases and changes in the retirement program. That was acccomplished. There has been an understanding that it is absolutely ridiculous to ask for too many things. We know the carriers can only afford to spend X amount of dollars and as of right now the thought is that there is not going to be any exhorbitant demands in the foreseeable future. The standing committee is now discussing ten different items. We don't see any real big problems.

Lee: That kind of change comes on gradually. I think we are in the period now. The last time we didn't serve any counter proposals at all and we reached agreement without any government assistance — we have reached that kind of maturity and responsibility. But I think you, as editors, have a job to do to convince railroad employees that the new relationship with management is real and not just a honeymoon period. I have personally noticed a lingering animosity of workers toward management. What it boils down to is the kind of communication these people are getting from their management.

Question: Some say that progress can best be made by a complete blackout on Project 70 and that the only story to tell is after an agreement is reached. How can we be of help to you before an agreement is reached?

Gabriel: Publicity is important, but we have to tread a thin line. There is local skepticism and distrust resulting from the past. And there's a fear—or feeling—that we will return to the old ways. But that's not going to happen. Our present leaders have a completely different insight into how to solve problems. And the new approach is working too good to go back to old ways which hurt everybody.

Lee: I think the most significant story is the work of the committees and that is a story that should be told.

Gabriel: It is very difficult to try to write a story about the committees' work—because results develop slowly. But fewer grievances are now being appealed to the national level and that shows the local committees are doing a better job. We have the same number of grievances but they are being handled at the local level where they should be handled.

Question: Do you have plans for tours of other railroads like that you made of the BN system?

Answer: First we are going to publicize what was done at Burlington Northern and suggest that it would be a good idea to have similar tours on other roads. The local people have got to get to know their leaders better—it's really more a matter of human relations than anything else.

Question: Are there any other programs that help in this kind of effort?

Lee: A program for alcoholics, and seminars on problems.

Congressman Adams seeks new safety board

CONGRESSMAN Brock Adams (D-Wash.) has introduced legislation in the House to create a new independent National Agency for Transportation Safety that would take over and advance the work begun by the politically hamstrung National Transportation Safety Board.

Adams said the Safety Board "is on a budgetary leash held by the Office of Management and Budget and has been pressured by the Administration to modify its tough suggestions."

He said his bill calls for the budget of the new agency to be submitted directly each year to Congress, "thus insulating the agency from OMB pressures to change or modify its safety recommendations in order to obtain its budget requests."

Similar legislation, which would also make the NTSB independent and extend its jurisdiction in safety matters to all modes of transportation, was introduced earlier in the Senate by Sen. Warren G. Magnuson, also a Washington Democrat.

New rail pension rates begin

RAILROAD employes began paying less for railroad retirement and received more take-home pay starting last month as a result of a congressionally approved plan for shifting most of the retirement tax burden to the carriers.

Under the negotiated agreement, the carriers began on Oct. 1 to pay the employes share of the tax above the Social Security rate. This means there will be a maximum monthly savings to each employe of $42.75. A scheduled tax increase in January will increase this savings to $49.88.

Also effective on Oct. 1 was a 1.9% increase in rail freight rates to offset the increased pension costs of the carriers. The rate increase is expected to bring in 22 million dollars a month to the railroads until Jan. 1 when an additional .7% freight rate hike goes into effect.

Rep. Williams appeals for subsidies for rrs

ASSERTING THAT FEDERAL subsidies to other forms of transportation are crippling the railroads' competitive stance, Rep. Lawrence G. Williams (R-Pa.) has issued an appeal for government subsidies to the railroads.

Congressman Williams said the U.S. has "granted huge subsidies to air transportation by paying billions of dollars for the development of new military aircraft which are then converted to civilian use."

Representative Williams' comments were contained in the most recent issue of his bi-monthly newsletter to constituents.

The highway transportation industry has been aided by the interstate highway network, he added, "while every passenger car owner pays a federal fuel tax every time he buys gasoline . . . one of the major sources of the funds used to develop the interstate system."

And, he said, "the Interstate Commerce Commission has forced the railroads to continue unprofitable runs" by taking up to two years to decide on rail abandonment requests.

Calling for subsidies, rather than nationalization, Congressman Williams said nationalization "is not, or never has been, the answer to our rail problem."

In-Hospital Insurance Payoffs Usually Less Than Anticipated

MOST PURCHASERS OF mail-order health insurance wind up with less protection than they think they've bought, concludes a Consumers Union report on the rapidly growing business which has flourished with ads promising up to $1,000 a month "tax-free extra cash."

One reason for the consumer's letdown relates to the fact that the average hospitalization in 1971 lasted eight days and cost $738. Even the holder of an expensive $1,000-a-month policy can expect a payoff of only 36 percent of that average bill, or $266.

"Most policies pay nothing for at-home recuperation," says the nonprofit publisher of Consumer Reports.

The holder of a $400-a-month policy for in-hospital protection would only collect, at most, $106, or just 14 percent of the average eight-day hospital bill.

"It is estimated," says Consumer Reports, "that as many as 20 percent of those who purchase mail-order policies have no other health coverage."

The country's leading mail-order insurer's most popular policy sold in 1970 resulted in an average claim payment of $125 during 1970, 1971, and the first two months of 1972, according to a Senate subcommittee investigation.

Although the ad headlines for that popular National Liberty policy proclaimed benefits of $600 a month, only nine-tenths of 1 percent of the claim payments exceeded $500.

But the major complaint against mail-order policies, says Consumer Reports, is not disappointment over the payoff levels on claims, but the high number of claims that are totally rejected by the companies.

National Liberty, the company for which Art Linkletter speaks, was also found by the subcommittee to have rejected 38.5 percent of the claims received on the 1970-issue policies. Those are the policies that paid an average of $125 per claim.

The rejection of claims is generally related to a policy provision excluding payment for "pre-existing" illnesses.

Companies usually indicate they will not pay claims resulting from ailments a person had when he purchased coverage—generally for a period of two years after policy issuance.

That sounds reasonable, says Consumer Reports, but there is a catch —"when claims-paying time comes it's the insurance company that decides whether the ailment *must* have been there when the policy was issued. The applicant, in other words, need not have known about the pre-existing condition in order to be denied benefits when it surfaces."

Application of the pre-existing clause is a major gripe against mail-order insurance, especially by the middle aged or older buyer for which multiple pre-existing ailments are more likely. Consumer Reports noted that denial of claims on "pre-existing" grounds accounts for 49 percent of all complaints the Pennsylvania Insurance Department receives about the top ten mail-order sellers, and other states report similar experience.

Another "thorny barrier" to collecting on mail-order policies described by the consumer publication involves three to eight days' waiting periods in the hospital before coverage begins. This requirement, commonly "tucked away in the fine print" amounts to a deductible much like a $100-deductible on payments for auto damage.

"Waiting periods of from three to eight days for illness are the rule, not the exception," it adds.

The May-issue report further points out that many health-insurance policies and most mail-order policies pay nothing at all for treatment in government hospitals; nursing, convalescent, rehabilitation or extended-care facilities; rest homes; or tuberculosis sanatoriums.

Special attention is given in the report to those who buy mail-order policies as a supplement to Medicare coverage, particularly those policies which take effect after the initial 60-day ($72 maximum) Medicare coverage lapses and a daily charge is imposed.

With only 0.3 percent of the Medicare population having a hospital stay exceeding 60 days in 1970, the 60-day-deductible policies are guaranteed moneymakers for the companies, says the magazine.

Premiums for mail-order supplemental disability policies are not tax deductible, while those for major medical and basic hospitalization policies, such as Blue Cross, are tax deductible.

Strike Alternatives

ARE THERE ANY ALTERNATIVES that can replace the strike in the collective bargaining process in the United States?

Eighteen practitioners in the field of industrial relations—representing management, labor, academic, and government points of view—examine that question in the September issue of the Monthly Labor Review.

They report successes with some alternatives but agree that the strike —or at least the possibility of a strike—is likely to remain an essential ingredient of the American system of collective bargaining.

The experts—including Theodore W. Khell, David L. Cole, I.W. Abel, Albert L. Shanker, W. J. Usery, Jr., and Sam Kagel — presented their views earlier this year at a symposium convened by the Institute of Collective Bargaining and Group Relations.

While some of the experts expressed strong distaste for third party arbitration of contract disputes, others viewed such voluntary arbitration—as provided in the experimental steel agreement — as the wave of the future. Others discussed their experiences with med-arb under which the parties agree in advance to permit a mediator to arbitrate issues remaining in dispute after mediation.

"Exploring Alternatives to the Strike," a special section in the September issue of the Review, is the first published version of these symposium papers.

The Monthly Labor Review is a publication of the U.S. Department of Labor, Bureau of Labor Statistics. The Review includes current labor statistics, research summaries, significant decisions in labor cases, developments in industrial relations, book reviews as well as special articles. The Monthly Labor Review is available from the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402, at 75 cents a copy ($9 a year subscription) and from regional offices of the Bureau of Labor Statistics.

Progress and image are key to railroad success

RAILROADS HAVE BECOME more cooperative, more aggressive and more efficient in their operations and this is reflected in the industry's performance right down the line, asserted Richard E. Briggs, assistant to the president and director, office of information and public affairs, Association of American Railroads, at the September annual convention of the Association of Railroad Editors in Minneapolis. Abstracts of Briggs talk follows:

- The railroad industry has set new all-time records in ton-miles of service and is running 9% ahead of that pace so far in 1973, despite continuing declines in coal—the railroads' major commodity.
- Car utilization has been increased to the highest level in history and a new national computer system to further improve utilization and management of the car fleet is under development in the industry.
- Freight car orders are at their highest levels since 1966.
- New motive power is currently being added to the fleet at a record pace.
- The long upward spiral of loss and damage payouts has been reversed in the face of new traffic highs.
- For the sixth consecutive year, fatalities and injuries from railroad accidents have declined.
- The industry's research budget has been tripled and the growth in federal rail-related research programs has been even more spectacular.
- Several key changes have been made in outmoded work rules as a result of new labor-management approaches; the age-old fireman dispute has been settled.
- An 18-month labor pact covering fringe benefits and wages was reached with all major unions well in advance of the starting date of the contract, without government intervention and within the limits of non-inflationary federal guidelines.
- In the first half of 1973, the railroads moved 70% more carloads of export grain than they did during the entire 12 months of 1972 —and in the fiscal year starting last July, we have continued to chalk up impressive gains.

But grain and grain products are only a small part of the story—they represent only 10% of rail carloadings. The overall boom in railroad traffic during 1973 has also seen the following increases over 1972:

Automobiles and auto parts—10.6 %. Non-metallic minerals—10.3%. Metal and metal products—18.6%. Waste and scrap materials—12.6% Metallic ores—18.9%. Trailers and containers—21.6%.

There has been legislative progress, too. While all eyes have been on the Congressional deliberations on the Northeast railroad problem, major headway has been made this year on at least two fronts.

First, $175 million from the Highway Trust Fund has been earmarked over three years for improving grade crossings on Federal roads.

Second, the Congress enacted legislation to carry out the changes in the Railroad Retirement Act that were endorsed by management and labor. This legislation called for expedited ICC handling of rate increases to offset the rail retirement hikes due on October 1st and January 1, 1974. Under this special provision, the Commission has already approved, subject to further investigation and refund, rate increases effective simultaneously with the cost increases. Under the regular rate review powers of the ICC, it is doubtful a decision would have been rendered so promptly, and each month of delay would have cost the industry $25 million.

All of this adds up to a record of outstanding accomplishment that we can look upon with a great deal of pride and satisfaction. It proves that we are on the right track in our efforts to solve at least some of the perplexing problems that have held the railroads back from a fuller realization of their potential for decades—and that we are making good progress.

There is one problem that the railroad industry has never succeeded in solving on an industrywide basis, even though it is extremely damaging to practically all of our causes. That is the image problem.

The fact that it continues to exist indicates quite clearly that it's time the public and the railroads got to know each other better.

Our Office of Information and Public Affairs at the AAR has undertaken to find out as much as we can about public thinking concerning the railroad industry through a series of polls and surveys which we have sponsored during the last year.

The latest of these was conducted for us by the U.S. News and World Report. Self-administered questionnaires were mailed to two separate groups of 1,000 each. One group consisted of persons classified as professional or managerial and the other of government employes.

Both groups included professional people—a majority of them having incomes of more than $20,000 a year, most of them being 50 or older, most having a college education and about a fourth of them having advanced degrees.

Our essentiality is well recognized. The **railroads are regarded as extremely or very essential** (particularly as freight carriers) by 91% and 81% are aware of environmental advantages.

Well-accepted too is the fact that **railroads have more problems than the other modes.** In fact, 90% think we have the most.

This again may be at least partly the result of industrywide efforts through the ASTRO campaign and attendant PR programs, to impress the public, the press and members of Congress that the railroads need and deserve help. And, of course, the Penn Central bankruptcy, added a lot of emphasis to what we were saying.

On other questions, the survey showed that **most of the solutions endorsed by the railroad industry are received sympathetically:** 79% agree we should be allowed to charge freight rates that would earn a reasonable profit; 79% favor government guaranteed loans to improve freight operations and 53% agree

Railroads are making progress

that we should be able to abandon money-losing branch lines.

From the standpoint of essentiality, problems and solutions, the U.S. News survey found little difference between answers given by government people and the professional-managerial types.

On the subject of nationalization about 25% of the government executives vs. 22% of the other group would nationalize the railroads if a choice had to be made among nationalization, government assistance and letting the trains stop running. About 60% of both groups favor government aid.

When it comes to fixing the blame for railroad problems, confusion sets in. For example, 71% express the opinion that railroads would be in better shape with better management. And in response to a separate question, 40% said they thought railroad management constituted the group most responsible for railroad problems. A higher percentage — 50%, rather heavily weighted by executives, I must add —blamed labor. Interestingly, 15% of the government officials vs. 14% of the executives blamed the Federal government.

Roughly a year ago, Independent Research Associates completed its survey of general public opinion on many of these same questions. The vast majority of the people interviewed in this poll recognized the importance of railroads to the nation and the reasons why they are essential. An overwhelming number agreed that the railroads had major problems and needed help. And most general solutions sought by the industry received the endorsement of the public by a wide margin.

Labor was cited as the main cause of the railroads problems by 40% of the respondents—and this time it was the general public speaking— **while 32% blamed "poor management."** We tried to probe the "poor management syndrome" more deeply with the help of the U.S. News research staff.

The executives and government officials filling in the questionnaire were asked to rank a number of industries in terms of effectiveness of their managements.

Lumping the "very favorable" and "favorable" responses together, the close ranking of seven of the ten industries listed is remarkable. Electric utilities, airlines, insurance companies, pharmaceutical manufacturers, automobile manufacturers, oil companies and telephone companies finished in that order— all with a range of 79 to 75.7% "very favorable" or "favorable."

Then came grocery manufacturers at 64.2% and truckers at 61.6 % and last—with plenty to spare— was railroads at 20.4%. In comparison, railroad management drew almost seven times as many "poor" and "very poor" ratings as the worst of the nine other industries.

The Gallup Poll on nationalization conducted last summer adds another dimension to complete this rather macabre picture. It found almost as many people thought the government could do as efficient a job of running the railroads as the existing management.

Poor management is, of course, a broad-brush term. It can mean many different things to different people. To some, it appears to mean ineptitude. To others, it may mean overzealous capitalists with little regard for the public—a conception fed by some history-book coverage of early railroading. To still another group, it may mean stodgy executives and antideluvian practices.

No doubt, the bad management label results from a variety of causes, many of them external. Constant exposure in the public spotlight serves to magnify and publicize railroad problems. Endless confrontations with the Congress and the ICC can force government officials, who set the policies that control so much of the industry's destiny, to defend their stewardship by pinning the blame on management and labor.

Continued existence of the age-old problems that seem only to get worse may, when viewed superficially, lead to the conclusion that management is at fault. Along the same lines, far too many people view the demise of the passenger train and rail bankruptcies as clear signs the industry is dying.

Whatever the cause or causes of the bad management label, it is constantly dragged before the public. The fact that most of the comments are totally untrue is little consolation. More important are the facts that (1) they are made by people who are believed by significant segments of the public, and (2) they are highly publicized.

If permitted to continue, this public view of inefficient management can be absolutely disastrous to the railroad industry. The most logical and most persuasive argument against nationalization is the inefficiency and huge deficits that quickly follow government ownership. If the majority of the public becomes convinced that railroad management is inept and ineffective, the lynchpin of our argument against nationalization has been removed.

The public will then perceive these alternatives — private railroads under poor management or bureaucratic government controls over state-owned railroads. Since government control carries the greatest assurance of continuing all existing services because of political pressures and the least chance of private profiteering, the advocates of nationalization will have their best argument cast as the pivotal factor in this public decision. If that happens, I suspect the philosophical adherents of free enterprise will, in the tradition of this country, lose out to the pragmatists.

So, what are we to do? How do we go about changing the picture?

Well, let's see where we stand.

The public is convinced the railroads are essential, that they have serious problems and that they need help. They favor government aid in the aid in the form of guaranteed loans and most other solutions proposed by the railroads. They are against nationalization and favor compensatory freight rates.

That is a pretty imposing list of plus factors and a high tribute to the total industry effort that went into gaining support from the general public and opinion leaders on this important package.

But the image problem is there.

Advertising is the first thing that comes to mind. But a major advertising campaign is extremely costly. Moreover, a campaign of this type could adversely affect our chances to get legislative support for various financial aid programs some elements of the industry need. So, while we hope to use institutional advertising ultimately, it will have to wait.

Advertising is not the only way out of this dilemma. Our surveys show 52% of opinions about railroads are formed primarily through experience, 22% from newspapers as a result of both advertising and general news coverage, 18% from television messages of all types and 18% from the educational process.

No matter how elaborate an advertising program is, it is no substitute for industry actions that are publicly recognized by employees and opinion leaders as effective, socially constructive and innovative. Properly publicized, these activities will have a favorable effect on the basic thrust of media coverage, so they have a double-barrelled result.

A basic ingredient in improving the image of railroading is greater teamwork on the part of labor and management. You cannot expect the public to consider the railroad industry as a progressive enterprise serving essential public needs if executives are charging a half-million Americans with featherbedding, and many of the employees are striking back with claims that management is inept, insensitive and dominated by the drive for the almighty dollar at everyone else's expense. If there is a better way of destroying the public respect for both groups and the future of the industry at the same time, it escapes me.

Fortunately, the tide has turned on labor-management relations in the railroad industry. Under the mantles of new leaders with wider perspectives on both sides, more energies are being channelled into solving problems at both the local and national levels.

Changes in work rules, settlement of the fireman issue, resolution of some key railroad retirement problems, modification of all state full crew laws, joint support of major legislation and early settlement of wage contracts—all have come to pass within the last two years.

As editors of railroad employee publications, you are one of the most valuable tools we have because you are our most effective means of reaching our most important "public"—the railroad industry's 520,000 employees.

I know the kind of job you did in rallying employee support for the ASTRO campaign. And I am sure you can be equally effective in the image-improvement program we are now developing.

This is one area in which the industry's improved labor-management relationship will be most effective. The great deal of progress toward solving industry problems in this area cannot help but improve the public's image of rail personnel from the bottom rung of the ladder to the top. It is a promising base upon which we can build.

Another important factor in our image-improvement efffort is the Community Affairs Organization which represents individual railroads at the local level throughout the country. CAO gives us direct, personal contact with all segments of the public in local communities —and, more importantly, personal involvement in community activities.

At the present time, our Office of Information and Public Affairs is well along in the development of material and program proposals centered around improving the railroad industry image and that of its management and employees—which, of course, are inseparable. We have gone heavily into new areas, dealing with environment and the blocking of grade crossings, for example. We have just realigned our news service activities to concentrate more of our staff effort on media contacts. We have expanded our news editorial services.

In our press material we are making a far greater use of backgrounders than ever before because we feel they do a more effective job for us and have a high rate of acceptability with the media. They give the reporter, editor or columnist material from which he can at least begin to develop his own story rather than merely rewriting ours or having to call us for more information.

A good example of the effectiveness of the backgrounder was demonstrated to us quite effectively earlier this year when two grain backgrounders which we produced were instrumental in changing the tone of the press coverage of the so-called "car shortage situation" from sharp criticism of the railroads to one giving recognition to the truly enormous job the railroads were doing under extremely difficult circumstances.

A good performance—properly publicized—invariably reflects favorably on management. We are getting the best performance in railroad history right now and it is our job to make this known and recognized by the general public—the press—shippers—public officials —and, above all, by our employees who have done the actual work and who should take great pride in passing the word. If we do the job well, we can gain the kind of respect for our industry that it deserves and greatly smooth the way for future growth and progress.

The basics of an outstanding record are there to tell. It's time the public and the railroads got to know each other better.

D&H Rail Link Resumes Service

THROUGH FREIGHT SERvice resumed August 25 over the last major railroad route to be rebuild after last year's disastrous Northeastern floods.

Thomas E. O'Brien, D&H vice president of Sales and Industrial Development, recalls that the 60-mile long route of Penn Central Transportation Company connecting its vast rail network to Wilkes-Barre and D&H at Buttonwood near Wilkes-Barre has not been used at all since hurricane "Agnes" on June 23, 1972. Prior to the storm, over 55,000 cars a year were handled through the Wilkes-Barre gateway between D&H and Penn Central.

After the floods, when Penn Central announced it would not reopen the line but instead planned to apply for abandonment of the Wilkes-Barre link, the D&H along with shipper groups, local and state leaders, protested the move, resulting in establishment of a temporary detour route over tracks of the Erie Lackawanna.

Under the aegis of the ICC and with the backing of Congressmen representing the territory affected (including among the principals, Dan Flood of Wilkes-Barre), a Federal Emergency Flood Loan Bill was amended to require that Penn Central must restore the line as a prerequisite to receiving federal aid. In addition, D&H offered to pay Penn Central a surcharge (over and above its normal compensation for freight carriage) for each loaded car to be moved over the Wilkes-Barre line between D&H and Penn Central, after restoration work was complete.

The Wilkes-Barre gateway route is now fully open for service. Community leaders and railroad representatives were present for the historic occasion on August 25.

After a particularly poor weekend of fishing, a young sportsman we know stopped by his local fish market. "Throw me five or six of the biggest fish you have in your freezer," he said to the proprietor.

"Why throw them?" asked the dealer.

"So I can tell my friends I caught them. I might be a lousy fisherman, but I'm no liar."

Washington Report

By R. E. Porter

Editor's Note: As we go to press, the House of Representatives has approved a bill designed to help the Penn Central and the railroads in the Northeast portion of the U.S. The vote was 306 in favor and 82 against. The bill establishes the non-profit Federal National Railway Association to plan and finance a new rail system in the Northeast and a for-profit Federal Rail Corp. to run the restructured rail system.

FNRA (known as Fanny Rae) could raise money by issuing up to $1 billion in bonds backed by a government guarantee. FNRA would lend money to the operating FRC. To pay for railroad property, FRC will issue stock to present rail owners. Also, FRC is to spend at least $500 million on rehabilitation of the new rail system.

The bill also authorizes the federal government to pay up to $250 million to some 10,000 to 30,000 employees who might lose their jobs or suffer pay losses under the reorganization. Maximum benefit would be $2,500 per month for a senior employee until he reaches 65 years old.

Also the bill provides $85 million in emergency funds to keep the bankrupt lines in the Northeast running until the reorganization takes place.

HOW MUCH WILL BE LEFT of the rail network in the Northeast after the restructuring of the bankrupt roads in the area is completed? That was a key question raised in the aftermath of Congressional action on legislation to authorize and finance the restructuring.

Some newspapers speculated that when the reshuffling is completed, only half of the 30,000-miles operated by the six bankrupt lines will be retained. Others predicted the ultimate mileage will be considerably higher than 15,000.

The legislation as drafted by the House Interstate Commerce Committee, after long and painstaking efforts, fails to give a clear answer. But it contains provisions that could be used to preserve a major portion of the existing mileage.

For example, it provides up to $50 million a year in subsidies to states and localities for continued operation of branch lines that will be left out of the eventual slimmed-down core system. Out of that fund the federal government would pay 70% of the cost of such operation; the states and localities, 30%.

Particularly important to railroad workers are the labor protective provisions of the legislation. In the main, these follow the lines of language proposed jointly by representatives of rail unions and management.

As heretofore reported, workers displaced by the restructuring, if they have had over five years of service, would receive monthly allowances based on their previous earnings until they reach age 65, unless in the interim they die, retire, resign or are dismissed for cause.

Displaced workers with less than five years of seniority would get allowances equal to the length of their prior service.

Protected employes who are transferred to other jobs in the core system would be paid moving expenses and would be compensated for any loss in sale of their homes. The transfers would be subject to seniority rights and other provisions of union agreements.

Those who reject transfers will be entitled to take severance pay or go on voluntary furlough. The severance pay rates will be in line with the pattern now established in the railroad industry. Also, the corporation that will run the new core system will have authority to terminate employes with less than three years' service upon payment of severance.

Numerous other protections are included, and the cost is to come out of a federal fund set at a ceiling of $250 million in the legislation.

Among other highlights of the legislation are these:

- A Federal National Railway Association (Fanny Rae) is to be set up to pilot and to help finance the restructuring of the six bankrupt roads, in cooperation with the Department of Transportation and the Interstate Commerce Commission, and subject to final approval by Congress. This is expected to take many months.
- A fund of $85 million is provided to help keep the bankrupt roads running during the restructuring process.
- The "Fanny Rae" unit would be authorized to sell up to $1 billion in government-guaranteed bonds, which would be used for modernizing the system and the rolling stock, as well as for other financial needs. The original bill provided for $2 billion in such bonds, but the figure was scaled down to meet government objections. Some members of Congress contended the $1 billion was insufficient, and they pushed efforts to increase the amount.
- A Northeast Rail Corporation —described as a "for-profit" entity —is also to be created to actually take over the lines selected for the core system and operate them. It is expected to begin functioning in about 20 months.

The legislation contains numerous other features and is regarded as the broadest government intervention into the railroad industry since the federal takeover of the railroads during World War I. However, the drastic reorganization of the Northeast lines called for under the legislation is described by the advocates as a means of averting actual nationalization.

On the House side the main sponsors of the legislation were Congressmen Dick Shoup (R., Mont.) and Brock Adams (D., Wash.). Rep. Harley Staggers (D., W. Va.), chairman of the Interstate Commerce Committee, piloted the measure through the House.

At this writing, the legislation had not yet finally cleared both chambers of Congress—and the DOT, opposed to some provisions, indicated it might recommend a Presidential veto. However, congressional leaders voiced confidence that a veto could be overridden.

Outside of the bleak Northeast, railroads in the main have been doing well financially. Reports covering the first nine months of 1973 showed that many of the roads rolled up sharp profit gains over 1972 and some of them set all-time earnings records.

Among the examples were these: Santa Fe, $69 million in profits, a new record, up from $60 million in the first nine months of 1972; Southern Railway, $73 million, a record, up from $64 million; Union Pacific, $89.5 million, up from $70 million; Norfolk & Western, $66.7 million, up from $59.3 million; Missouri Pacific, $23.6 million, double the 1972 total.

Also, the Wall Street Journal predicted that high rail profits would continue through the fourth quarter. However, the industry generally contended that the profits still fell short of a fair return on investment. Also, they cited sharply rising costs

ahead and contended that a new freight rate increase—of about 5%—is urgently needed.

Some easing of the freight car shortage has occurred, according to surveys made by the railroads and government agencies. One such survey, by a unit of the Agriculture Department, indicated that railroads are now better able to handle scheduled big grain crop shipments, in part because of more cars and in part because of better utilization of existing equipment.

Also, the Association of American Railroads reported a large jump in orders for new and rebuilt freight cars. Such orders totalled 71,000 in the first nine months of 1973, more than double the number in the same 1972 period.

Air Fare Rule Provides Refund

HAVE YOU EVER ARRIVED at the airport, confirmed reservation in hand, and been told there was no more room on your flight? Have you ever had to wait five or six hours for the next flight that could take you?

Chances are you wondered why you made that reservation in the first place.

Most people still aren't aware of it, but a Civil Aeronautics Board regulation, now five years old, provides compensation for this type of misfortune.

The regulation provides for extra monetary compensation for any passenger with a confirmed reservation who is refused space on his flight. The amount of compensation is computed according to the cost of the fare of the oversold flight—though the amount cannot be less than $25 nor more than $200.

The rule, however, doesn't entitle the passenger to compensation if the flight has been grounded because of bad weather or mechanical reasons or if the airline can reroute him to his destination within two hours of his original arrival time (four hours on international flights).

In addition, it should be noted that the compensation provided under the CAB rule is not merely a refund of the cost of the original ticket. The passenger who is denied boarding because a flight is oversold is not required to turn in his original ticket, and he may use it for a space on another flight or redeem it for cash.

Recently, CAB has undertaken enforcement proceedings against several airlines. CAB said that some airlines did not properly notify passengers of their rights or that they failed to pay compensation by check "on the day and place" the denied boarding occurred, thereby falling in violation of the rule.

The enforcement proceedings are part of an effort by CAB to enlist the cooperation of consumers in enforcing the rule, which was adopted in 1967 to discourage airlines from overselling their flights.

You can help CAB's enforcement efforts by addressing your inquiries or complaints to Office of Consumer Affairs, Civil Aeronautics Board, Washington, DC 20428.

In general, CAB regulates air fares, scheduling, advertising by airlines and other economic aspects of air transportation.

If you do write to CAB, you may also ask about other problems or issues handled by CAB, such as (1) charter flights that "strand" travelers abroad, (2) overcharges resulting from a ticket agent's failure to calculate the lowest possible fare on flights involving one or more interline connections and (3) youth fares and other economy fares within the U.S. and abroad.

PC Car Transport At All Time High

PENN CENTRAL TRANSPORtation Company transported 1,233,000 new automobiles, vans and trucks from assembly plants to distribution points, realizing almost $50 million in revenues, during the first half of this year.

This represents an increase of 30 percent in volume over the same period last year, when the PC carried 950,000 vehicles on their multi-level rack cars. Penn Central is already the largest carrier of delivered highway vehicles.

The railroad is delivering the products of General Motors, Ford, Chrysler, American Motors, International Harvester, Jeep Corporation, and a number of foreign manufacturers.

To handle the rising volume, Penn Central has built a second automobile terminal at Ernest, Pa., and has enlarged its unloading facilities at York, Pa., and Westboro, Mass. The railroad is also expanding its auto-carrying fleet by arranging to acquire, subject to approval of the reorganization court, 225 new multi-level auto racks for mounting on oversized flat cars.

Kitchen Aid:

How to dress a duck

SOME TIME AGO WE CARried a column on deer dressing technique. Assuming that many outdoor-loving scattergunners will get their share of migratory waterfowl this winter, here's one man's idea on "How to Dress a Duck."

Step No. 1. First thing is to remove feathers around the neck. On this particular bird it proved best to start at the head feathers and work down to the feet. A proven method for picking is to grasp small groups of feathers between thumb and forefinger and turn hand over in a movement akin to turning a key in a keyhole. You may tear the skin if you try to remove too many feathers at one time.

Step No. 2. At this point the oil gland in the tail may be removed. Cut the entire gland free and make sure you remove all whitish material in the two glands under the skin. (Leaving the feet and head on up to this point provides "handles" to work with.)

Step No. 3. Bird is "broken down," providing easy access for removal of internal organs after the lateral incision is made along the base of the rib cage. For large birds the edge of the table serves as a fulcrum.

Step No. 4. Remove the liver, heart and gizzard for giblets. Peel away muscle from gizzard sac; careful not to cut into sac. Wrap giblets in wax paper for storage in body cavity if bird is to be frozen.

Step No. 5. Wash bird thoroughly and drain well. After draining the bird can be packaged in freezer bag, aluminum foil or double-thickness of locker paper. Package should be airtight. Mark species of bird and date of kill for sequence use.

For those duck hunters who may be required to keep their downed wingers in the field for a few days —without refrigeration—a few suggestions are offered. Leaving the feathers on provide excellent insulation, helping to retain the cold through the warm days. Hang the birds up at night if possible and leave hanging in the shade during the day.

In field dressing the internal organs must be removed. Also make an incision in the neck to remove

windpipe and crop. If crop contains food matter, its removal is essential as spoilage in this area can taint the meat. Remove gizzard, heart and liver. USE NO WATER TO CLEAN OUT THE BIRD! Rather, wipe the body cavity with a clean rag after all the insides are removed. As the body cavity dries, a glaze will form and act as an impenetrable film against flies and other insects.

If the days warm up, pack the cold birds in a sleeping bag or wrap in canvas to help hold the cold. As the meat of water fowl can be aged, like any other meat to give best quality, a few days in the field can be beneficial to the bird in the pan.

College Credit By Examination

FOR MANY OF THE MILlions of Americans who have been educating themselves on their own by learning on the job, in libraries and in other ways, the College-Level Examination Program (CLEP) offers an unparalled opportunity.

The College-Level Examination Program is a national program of college credits by examination based on the principle that individuals should receive recognition and credit for what they already know. Based on the concept that what a person knows is more important than how he came to know it, the CLEP was launched on a National basis in 1967 with financial support from the Carnegie Corporation.

CLEP offers a new way of providing college equivalency for those who lack traditional training within the formal educational structure. CLEP can help identify and upgrade the skills and talents of employes who may have been overlooked.

Since its inception thousands of people have taken advantage of CLEP. In their initial campaign last year the response was overwhelming. Already a new breed of student—the adult "drop-ins"—are causing a quiet revolution in higher education, but there are millions more who never heard of the program. These are the people they want to reach and the reason for this year's campaign.

Most of these people have learned a lot outside of school—from their work, from what they have read, from travel, from company or military training programs, from the media, and from just simply living. Now, thanks to CLEP, some of this accumulated knowledge can be converted into college credit.

Today, nearly 1,000 colleges and universities will award academic credit on the basis of the CLEP examination. Business, industry, and professional and certification agencies are accepting the examinations as measures of college equivalency and as a basis for job advancement. Many thousands of American workers who never went to college are finding new avenues of job advancement and promotion opening up to them through this national program of college credit.

One outstanding individual in the CLEP "hall of fame" is Irving Kossey, a former Chicago auto upholsterer who took the CLEP exams at Roosevelt University. Based on his scores, he actually received the maximum—two years college credit—which was accepted by Roosevelt, allowing him to enter the General Studies program. Since that time Mr. Kossey has given up upholstering, graduated from the university, won a scholarship for graduate study, become an instructor at the university, received his Masters degree in English literature, and has begun work toward his Ph.D., a life-long dream. He has also been appointed administrative assistant to Roosevelt's Dean of the College of Arts & Sciences!

Charles Devereux, a resident of Wellesley, Massachusetts, is another example of the growing number of adults who are dropping back into college through CLEP. He was awarded 30 quarter hours of credit based on his CLEP test scores, at Northeastern University in Boston. Mr. Devereux, a machinist with Dennison Manufacturing Co. in Framingham when he took the exams in 1968, in addition to moving significantly closer to a degree via CLEP, felt his performance on the exams would help him step up to a management level position in his company.

An employe of International Harvester Tractor Works in Chicago, Robert T. Dorgan is another CLEP "drop-in" student. Since 1946, when he started at the Tractor Works as a drill press operator, Mr. Dorgan has accumulated a wide range of manufacturing experience—from a trainee in the foundry to full-fledged foundry foreman, and then on to increasingly responsible positions in his company. In the meantime, Dorgan was acquiring some higher education by attending college-level, noncredit courses on various technical subjects, one of which was a two-year course in the University of Chicago's Professional Supervision Program. In 1966 he took the CLEP exams and was awarded two years college credit by Roosevelt University. Attending classes at night, and this time receiving credit for them, Dorgan worked toward his college degree, spending half the time and half the money it would have taken without the availability of CLEP tests.

Write or phone the regional office of the College Entrance Examination Board nearest you.

Middle States: 888 Seventh Avenue, New York, New York 10019. (212) 489-0940

Midwest: 990 Grove Street, Evanston, Illinois 60201. (312) 869-1840

New England: 470 Totten Pond Road, Waltham, Massachusetts 02154. (617) 890-9150

South: Suite 200, 17 Executive Park Drive, N.E., Atlanta, Georgia 30329. (404) 636-9465

Southwest: Suite 119, 3810 Medical Parkway, Austin, Texas 78756. (512) 454-7791

West: 800 Welch Road, Palo Alto, California 94304. (415) 321-5211; Suite 23, 2142 South High Street, Denver, Colorado 80210. (303) 777-4434

Do you have a snapshop depicting an outdoor trip you've been on: hiking, camping, fishing, hunting, skin diving, mountain climbing, bird watching or just plain walking in the outdoors—what member of the Brotherhood hasn't done his share of that? We'll be happy to pass it along in subsequent columns and send you one of the illustrated Hotrod fishing lures for your trouble. Send it, and a few words of explanation to:

Fred Goetz, Dept. SJ
2833 S.E. 33rd Place
Portland, Oregon 97202.

Please mention your Local number.

Constitution changes reported

(Continued from page 254)

ballot will be promptly issued with the names of the two candidates who received the highest number of votes cast in the first ballot, and the candidate receiving the majority of votes cast in the second ballot will be elected. In the event that more than two candidates tie for the highest number of votes cast on the first ballot or any subsequent ballot, only the names of those candidates who tied for the highest number of votes cast will be placed on the next ballot. All elections will be by **secret ballot,** except where a candidate is unopposed for an office.

Sec. 24. (Delete)

Sec. 35. The Financial Secretary shall keep a true and accurate record of the standing of all persons paying dues into his Subordinate Lodge.

Sec. 66. Subordinate Lodge may hold as many regular sessions at such times and places as they shall agree upon, but every Subordinate Lodge shall hold at least one regular session each quarter, except **in cases where special dispensation has been granted by the President of Grand Lodge.**

Sec. 81.

1. Opening.
2. Roll Call of Officers.
3. Reading of Minutes.
4. Propositions for membership.
5. Reporting of Committee on Investigation.
6. Balloting for candidates.
7. Obligation.
8. Report of Local Grievance Committee.
9. Report of Executive Committee.
10. Report of Special Committee.
11. Report of sickness of members.
12. Communications.
13. Reading of bills.
14. Unfinished business.
15. New Business.
16. Does anyone present know of any Brother out of employment or in distress?
17. Good of the Order.
18. Reading of itemized statement of receipts and expenses by the Financial Secretary.
19. Adjournment.

ARTICLE III

Sec. 10. The first meeting of the **newly elected Local Chairmen and Officers of the General Committee** shall be held on or before December 15 of the year in which such **Local Chairmen were elected, at a time, date and place as provided in the General Committee By-Laws unless otherwise directed by a majority of the Officers and members of the General Committee.** The purpose of this meeting shall be to elect Officers of the General Committee and to transact such other business as may properly come before the meeting. **The Officers of the General Committee** must be elected by secret ballot **except where a candidate for office is unopposed. Write-in votes and voting by proxy shall not be permitted. Where a majority of the members of the General Committee so indicate, or where the General Committee By-Laws so provide, the nomination and election of Officers of the General Committee shall be held at a regular meeting after the Officers and members have been given thirty (30) days advance written notice advising that nomination and election will be held at that meeting. The term of office of each General Committee Officer shall begin as provided in the General Committee By-Laws, but not later than January 1 of the year following the election.**

Sec. 12. **The Officers of the General Committee shall be General Chairman, and one or more Assistant (or Vice) General Chairmen if provided for in the General Committee By-Laws, a Secretary-Treasurer, and a Board of Trustees consisting of three members. The General Chairman and Secretary-Treasurer's offices may be combined where provided in the General Committee By-Laws.**

Any **General Committee Officer,** any Chairman of a Local Grievance Committee, and any member who has previously served as a **General Committee Officer or as Chairman of a Local Grievance Committee** on that particular General Grievance Committee, and who has been in good standing for the past two years, and is not an Officer of another labor organization, shall be eligible to serve as General Chairman, **Assistant (or Vice) General Chairman, General Secretary-Treasurer,** or Trustee, provided he is elected by secret ballot in accordance with the provisions of this Constitution, and provided further that a member so qualified, but who has been furloughed and granted a withdrawal card and who has later resumed work and deposited his withdrawal card, shall also be considered eligible for election.

Sec. 13. **No Local Chairman** shall be admitted as a member of the General Committee unless he bears a credential on the form provided by Grand Lodge certifying that he was duly elected as Local Chairman, and signed by the Chief Signalman and Recording Secretary and bears the seal of his Subordinate Lodge.

Sec. 17. The General Committee shall fix the amount of its per capita tax, and shall notify each Subordinate Lodge under its jurisdiction of such action, **provided the procedures set forth in Section 11 of this Article have been complied with.**

Sec. 18. The General Committee may levy a special assessment when additional funds are required to enable the General Committee to properly perform its functions, **provided the procedures set forth in Section II of this Article have been complied with.**

Ohio DOT moves to improve crossings

OHIO'S Department of Transportation says it expects to reach an agreement soon with railroads to improve protection at about 200 of the state's worst rail-highway grade crossings.

About $6.2 million annually has been provided for the project from the 1973 Federal Highway Act and state fuel taxes. Ohio has 9,600 crossings with 2,500 protected only by signs.

Signalmen On Alton & Southern Win National Safety Honors

The National Safety Council recently announced that the Signal Department of The Alton & Southern Railway earned the Council's Certificate of Commendation for its excellent safety record.

Howard Pyle, President of the National Safety Council, in a letter of congratulations to the Alton & Southern Signalmen explained that this department qualified for the award because of their low injury rate in 1972. Their frequency rate was 100 percent better than the industry average.

The Signal Department injury-free period was January 18, 1968 to December 31, 1972, or 227,295 man hours. This is the second consecutive year the Signal Department has won this award.

At the award ceremonies for the Signalmen who are members of Local 132 were: 1st Row, left to right, Zoe P. Vandaveer, Safety Officer; Robert L. Tweedy, Signal Supervisor; Winfred B. Needham, Superintendent; Leland C. Goldschmidt, Assistant Signal Supervisor; 2nd Row—Steve Witthauer, Assistant; John Godfrey, Assistant; Jim Marra, Assistant; Mike Barton, Assistant; Dennis Wingerter, Assistant; Ralph Schnellbecher, Assistant; Jim Voyles, Technician; Don Brehm, Assistant; Tom Walker, Signal Foreman; Bill Reynolds, Signal Foreman; George Niemeyer, Signalman; Paul Bisso, Signalman; Frank Bowen, Technician; D. B. Siatos, Signalman; Joe Walsh, Assistant; Bill Tweedy, Maintainer.

Brothers missing from picture are: Technicians—Pat Hall, Joe Obernuefemann, and Howard Woodward. Signalmen — Howard Beard, Dave Freppon, Don Odum, Mike Peyla, Martin Powell, Fred Pringle, Charles Suyo. Assistant Signalmen—Dave Freeman and Jim Godfrey.

Elsworth Abbott Joins GRS As Sales Engineer, Chicago

ROBERT K. WICKLIFFE, sales manager, General Railway Signal Company, announce the appointment of Elsworth L. Abbott as sales engineer, with headquarters at Chicago.

Prior to this appointment, Mr. Abbott was secretary, Engineering Division, Operations and Maintenance Department, Association of American Railroads and served simultaneously as administrative secretary for the American Railway Engineering Association, also headquartered at Chicago.

He was associate editor of *Railway Signaling & Communications* magazine (now *Railway System Controls*) and Technical Editor S&C for *Railway Age* 1966-1968. While serving in this capacity he also served as educational consultant to the Railway Educational Bureau, Omaha.

From 1961 through 1966, Mr. Abbott was editor-manager of the *Signalman's Journal,* official publication of the Brotherhood of Railroad Signalmen, where he also served as public relations director.

Mr. Abbott began his railroad career as a brakeman for the Missouri Pacific Railroad Company at Falls City, Nebraska, in 1943. He was subsequently transferred to the Water Service Department and later to the Signal Department for the same railroad. His assignments included: signalman, construction and mainteance foreman and maintenance of interlocking and classification yards.

His railroad service was interrupted in 1944 for military service in the Army of the United States (Cavalry) with foreign service in the European Theater of Operations.

Mr. Abbott is member of the Institute of Electrical & Electronic Engineers; American Railway Engineering Association; AF & Am; Royal Arch; R & SM Council; and Knights Templar.

Several Railroads Place Orders For Radio Equipment

NOT ONLY HAVE PEOPLE been *working* on the railroad; they've

been *talking* on the railroad, too. And all that talk is adding up to something to shout about at Union Switch & Signal Division of WABCO.

Talking across a railroad property which may be 75 ft. wide but thousands of miles long requires a very special breed of radio equipment. And that special breed just happens to be one of Union Switch & Signal Division's technological long suits. You might say, Union Switch & Signal is really "tuned in" to this market.

Among orders already booked for delivery this year is one for 385 solid state 3R radios which will be installed on mainline and switch locomotives operating over the 42,000 miles of the Penn Central Transportation Company tracks.

The radios give train crews instant communication between locomotive and caboose, with wayside stations, with wayside portables and with Centralized Traffic Control dispatch offices.

Another order for 131 of the same units has been placed by Burlington Northern which will install the radios in new locomotives and cabooses.

According to Union Switch & Signal engineers, the WABCO railroad R3 radio design is growing in popularity because without modification, the same unit can be assigned to a locomotive, a caboose, or a wayside station. Because the same unit can be used in all three standard railroad applications, fewer standby units are required.

The 3R radio also has the design advantage that its transmitter, receiver, and power supply components are plug connected so that any of the three may be removed separately. This design facilitates inspection and repair, and due to interchangeability of components minimal spare parts are required.

Union Switch & Signal also has orders for 70-25 watt MPN Series Mobile/Portable radios from the Missouri Pacific/Texas and Pacific Railroad.

The 25 watt MPN Series radios are designed to be "front mounted" in an automobile or truck used by service or supervisory personnel to provide 25 watts of R.F. Power that enables them to talk to wayside stations or trains.

The 8 watt portable, a plug-in unit which is one portion of the 25 watt mobile unit, is readily available for removal at any time the vehicle operator wishes to leave his vehicle and carry his communication set with him. The MOPAC ordered extra carrying racks for mounting on rail motor cars so that the service or supervisory personnel have the 8 watt portable radio available while traveling on the rail motor car or at the work site.

Also in the order book are some 407, 4 watt portable radios to be built for Penn Central Transportation Company. These units are used on the ground in classification yards and terminals in all kinds of weather by trainmen, car inspectors, car checkers and security personnel.

Grand Lodge Officers Attend Classes

Among the group of labor leaders who recently completed the "Techniques and Trends in Collective Bargaining" institute at the AFL-CIO Labor Studies Center in Washington, D. C. were Vice President C. S. Chandler and Director of Research W. D. Best of the Brotherhood of Railroad Signalmen.

The participants in the institute took part in an intensive week-long course, taught by prominent government and union officials, in which they learned about various aspects pertaining to collective bargaining. The sessions focused on such topics as Bargaining Under Phase II; Facts For Bargaining and How to Get Them; What to Bargain For; and The Role of Mediation in Collective Bargaining.

The Labor Studies Center is the labor movement's first national full-time educational institution. It is in the fourth year of operation at 1500 Massachusetts Avenue, N.W. in Washington, D.C. This May the center will move to its permanent residential campus location in Silver Spring, Maryland. Here it will continue to offer its diversified curriculum in expanded facilities.

The center serves all unions affiliated with the AFL-CIO. Copies of the 1972-73 Catalogue and further information are available from the center.

MKT General Committee Merges With T&L

GENERAL CHAIRMAN Frank J. White of the Texas & Louisiana General Grievance Committee reported the officers and members of the Missouri-Kansas-Texas General Committee have taken action to merge their committee with the T&L General Committee.

Brother White, whose committee earlier this year had taken action to provide full time General Chairman services effective October 1, 1973, said the MKT Committee action becomes effective on the same date.

The T&L General Committee was comprised of members of Local 99 who are employed by the Southern Pacific Transportation Company. This portion of the SP had been known as the Texas & New Orleans Railroad Company or the T&L Lines.

The MKT General Committee was made up of members of Local 116 and were represented by General Chairman Herbert Wright. Brother White stated the chairman elected by Local 116 would serve as representative on the T&L General Committee. Brother White also stated it was his intent to recommend to the By-Laws Committee that the Local Chairman of the MKT Local 116 also serve as Assistant General Chairman for the MKT Lines.

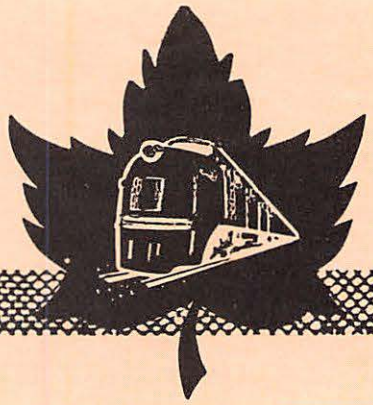
Vice President John Bass who assisted the general chairmen during the discussions reported the members of Local 116 also took action to increase their dues to cover the increased cost of the per capita tax to the T&L Lines General Committee.

Brother Bass said he commended the officers and members for the action taken at a special meeting on September 22.

He also reported General Chairman White has had discussions with one or two other General Committees who now have General Chairman representation on a part time basis and are interested in full time representation.

Vice President Bass stated he has every confidence in the ability and integrity of General Chairman White to represent our membership on the T&L and MKT Lines and has offered the full support and assistance of his office to Brother White and his committee.

The railroad industry is the most highly organized by unions, with a membership rate of almost 80 percent.



Final submission presented by Non-Ops to Arbitrator

Editor's Note: The following is the Non-Operating Railway Unions final submission presented on their behalf by Mr. Maurice Wright, Q.C. before Arbitrator Honourable Emmett M. Hall, Q.C. in Ottawa on October 19, 1973. This was the conclusion of five weeks of presentations by the Non-Operating Railway Unions Negotiating Committee before the Arbitrator.

MR. WRIGHT: Mr. Arbitrator, I have now concluded the Reply of the Unions, and I would like to proceed, if I may, with my final submission.

Mr. Arbitrator, I suppose we have now reached that stage of the proceedings where, if this were a matter in a court of law, we would refer to it as "'Final Argument." Obviously, it is not really correct to describe this aspect of the proceedings as "argument." The evidence throughout has included argument, and much of the argument has included evidence, and this has been the case on both sides. I think quite properly so.

I believe that the elimination of the adversary aspect has been helpful in these proceedings.

I must say, Mr. Arbitrator, that I do feel a rather heavy sense of responsibility with respect to my final submission to you. This case, by any standard, is a big case. The issues are important. The impact is important. The number of people affected by it is large. And I dare say that what will emerge from these proceedings may have a serious impact on management-labour relations, generally, in Canada. Certainly, they are bound to be affected by the manner in which you deal with a number of the issues that are before you.

I therefore have had some serious discussions with myself in deciding just what to include in my final submission and what to delete.

My first decision was—and I certainly have not had any difficulty in convincing myself in this regard—that it would be purposeless to review the evidence. The evidence is before you. The material has all been carefully catalogued. An impressive number of exhibits have been built up. The material before you contains summaries, and I am not going to summarize the summaries.

I have decided that I would confine myself to two issues: the wages issue and the job security issue. I am doing so because these two issues have occupied the major portion of the attention of both sides.

In doing so, I do not downgrade or denigrate in importance, in any way, the many other issues which are before you, but I am simply directing myself to these two issues because of their obvious major importance.

I would like to deal, first, then, with the wages demand.

I like to think that the Unions' case in favour of a substantial wage increase has been very carefully documented.

THE ARBITRATOR: Mr. Wright, as you will see, I am not making any notes, and it is because it is being taken down verbatim.

MR. WRIGHT: Very well, sir.

The technical rebuttal to the Companies' argument has also been carefully documented and presented.

I merely wish to make certain observations which, when you are considering the total implications of this matter, I would hope you would consider.

I think that the events which preceded the establishment of this Arbitration must surely be borne in mind. It was held in—I think the case was **Nolan v. Padgett,** which was a case which came from the Province of Manitoba, and which was one of the last Canadian cases that went to the Judicial Committee of the Privy Council, and there it was held that a judge sitting on the bench is entitled to take judicial notice of matters which have come to his attention as a so-called "man in the street."

THE ARBITRATOR: I tried to say the same thing in **Calder,** I think it was, much later. That was the Indian case.

MR. WRIGHT: Yes, the man from B.C.

I therefore ask you, sir, to try to bear in mind the events of 1973 prior to your appointment as an Arbitrator.

For months the Unions asked for a hearing on their case on what they described as being a hearing on the merits, the merits of their case.

In the Parliamentary discussions it was repeatedly said, on all sides of the House, that while Parliament could not itself conduct a hearing on the merits, it would provide for the establishment of an arbitration tribunal which at last would provide a forum where a determination of the merits of the issues could be inquired into.

It has been—and I direct myself to the wages question — the

Unions' submission that the only realistic meaning to be attached to testing the wages part of our case on the merits is to apply the best comparison that you can find within yourself, with what comparable outside workers should get.

Having said that, I concede at once that there are problems in deciding with whom you are going to compare Railway employees.

You have heard diverging points of view. I quarrel with the Railways on the technical aspects of it. They have invoked certain standards while cautioning you that these are not the proper standards. Having administered the caution, they disregard their own cautions, and apply them as if they were matters to be followed as a matter of ritual.

I suggest, sir, that this type of comparison that I talk about must be the kind of principle that reasonable people would have in mind whenever they talk about an arbitrated settlement of a public service dispute. When the right to strike is withdrawn—as it has been from the Railway employees—that fact is itself evidence that the services being provided are essential services and must be of enormous value to the public at large.

The workers who provide such essential services should not expect to extract from the public working conditions that are superior to the working conditions of comparable workers. But a corollary of this is, surely, that it must be unfair if, out of the value of those indispensable services, enough is not set aside to give the workers parity, or something in the nature of parity, with what workers of comparable classifications get in industries that are not essential.

As Legal Counsel, I must say to you that I have had to assume a rather difficult responsibility in presenting the case of the Non-Ops. One naturally seeks to advance all aspects of his clients' case, and it may surprise you to hear me say this, sir, but I happen to feel this way about it. I have been troubled by one aspect of our case, and that is that it possibly has been too cerebral; possibly it has been too intellectual.

I say that something extraordinary happened this summer. Approximately 57,000 men and women laid down their tools, and they brought on a national rail strike. The fact that it was legal for them to strike is, in my opinion, quite beside the point. These people did not go out on strike because the strike was legal. They did not go out on strike because they saw the impressive statistics that had been drawn up, and they examined these statistics carefully and thought to themselves, "My, how impressive they are!"

One must ask one's self: Why did they go out on strike? Because, unless one answers that question meaningfully, how can one cope with resolving the problems which created or which brought on the strike unless one assumes that the strike was totally without sense and totally without any rhyme or reason? I ask you to eliminate that last possibility as a serious factor.

These were not a bunch of lawless brigands who went out on strike, who took matters into their own hands. You have seen for some five weeks, sitting and facing you, the eight members of the Negotiating Committee. They are perfectly law-abiding people. They are representative of the cross-section of Canadian citizenry. They are neither "freedom fighters" who are out to man the barricades nor are they the most conservative segment of Canadian society. They represent, in themselves, a fairly representative cross-section of your average Canadian worker and your average Canadian railroad worker.

So what brought on the strike?

Obviously, there must have been some deep-seated feeling of dissatisfaction. Dissatisfaction with whom, and for what reason? I believe that these factors are germane to this case; and I herefore thought to myself that, possibly, what this Arbitration proceeding really needed, in addition to the opinions of technically-trained people, are the voices of the Railway workers themselves. I thought, and I thought seriously, of calling in a number of witnesses from across the country; and I thought of putting certain types of questions to them—not the sophisticated kind of questions that have been put to the witnesses who have testified, but, rather, rudimentary-type questions: the size of your family; the number of years of service on the Railways; how many times a month do you have meat at home; what kind of vacations do you and your family have; how many of your children have gone to the university; how many of your children do you plan sending to the university; if none, why not; at what ages have your children's education ceased, and why?

What I am trying to say to you, sir, is that I seriously considered, not only by myself but with the members of the Negotiating Committee whom I represent, bringing into this room Railway employees who would describe to you why they went out on strike, what was the cause of their dissatisfaction, why they consider their earnings to be inadequate. There couldn't possibly have been anything wrong with following an approach of that kind. **(To be continued)**

Emergency board holds hearing on BRS-LI case

On Monday Nov. 26, Presidential Emergency Board No. 184 held its first hearing in New York City on the labor dispute between the Brotherhood of Railroad Signalmen and the Long Island Railroad. The Board is chaired by Frederick C. Fischer, former vice-president personnel, Macy's, and two other members are Stanley Ruttenberg, former assistant secretary of labor, and Dr. Emanuel Stein, professor, New York University.

The Board appointment resulted from a Nov. 2 strike date set by the Signalmen climaxing a two-year unsettled wage and work rules dispute. Among the issues that deadlocked previous negotiations were LI's insistence on abolition of existing pay differentials for higher skills and on annulling long-established rules fixing headquarters points for signal employees.

The Signalmen presented their side of the case at the Nov. 26 hearing and the Long Island will present its case Dec. 3. The Board has set aside Dec. 17 and 18 for further hearings should they be needed. The Board is to report to the President on or before Jan. 4, 1974.

Representing the Brotherhood of Railroad Signalmen before Board No. 184 are C. J. Chamberlain, president, BofRS; W. W. Altus, vice-president and labor member, National Railroad Adjustment Board; J. W. Walsh, vice-president; W. D. Best, director of research; and James Sottile, general chairman. Arnold Elkind, attorney in New York City represents the Signalmen.

Local Lodge News

Santa Fe

Barstow, CA. (121). Local 121 met for their regular meeting July 21, 1973 at 9:00 a.m. in Temple, Texas at the Holiday Inn.

Brother Hallonquist turned the gavel over to General Chairman R. R. Van Vacter. The meeting was called to order, with 32 members present. The following brothers were given the Obligation by General Chairman Van Vacter: J. W. Snow, R. B. Kealin, Clifford D. Storment, Jeffrey L. Stair and J. W. Wilson III.

Many topics of interest were discussed; such as, the Brotherhood's Convention, current labor relations program, meetings with management of the Western Lines of the Santa Fe, and application of some of the most recent agreements.

The general chairman asked for a recess at noon and excused himself because he had to get on the road to New Orleans for the convention. The meeting continued with Brother Hallonquist at the gavel to conduct all other business that came before the local.

R. R. Van Vacter

N&W (former Wabash)

Homer, Ill. (55). The regular meeting of Local 55 was held on May 13, 1973 in Peru, Indiana. When Brother Jack Dawson, who filled the chief's chair for the meeting, called the meeting to order at 9:30 a.m., there were 27 members present.

There were also two very important guests in attendance — Brother C. S. Chandler, vice president assigned to the Southeast Region, and Brother V. J. Sartini, general chairman, N&W and Nickel Plate.

Brother Chandler brought the members attending up-to-date on happenings at Grand Lodge and explained the contents of our recent retirement-wage agreement. He also explained the wage negotiations that preceded the agreement.

After discussing signalmen's problems on the Wabash, Brother Chandler recalled and explained recent Awards from the National Railroad Adjustment Board that might pertain to some of the problems we are experiencing.

Brother Chandler also explained some of the problems our committee has encountered in trying to negotiate one agreement to satisfy all signalmen on the N&W property.

At this meeting three new signalmen were obligated by Brother Chandler and accepted into our organization. Local 55 welcomes Brothers Tom Royal, Rodney Lennon and Dan Martin, and hopes all will become active members.

At this meeting we also had an informal discussion pertaining to tool houses, insulated joints and the length of hair presently worn by signal department employes on the N&W.

Brother Joe Sharp attended the meeting then left for the hospital to undergo surgery. Following his recovery, Brother Joe plans to enjoy a well-earned retirement.

A thank you note from retired General Chairman J. F. Poundstone was read at this meeting. Brother Poundstone thanked the officers and members of Local 55 for the enjoyable retirement party given in his honor.

Local 55 plans another annual picnic at Hannibal, Missouri near Mark Twain Cave, with Brother Rex Burger in charge again this year. The exact date for the picnic was not set at this writing but will be in August following the Brotherhood's Convention.

The meeting closed at 12:30 p.m. Members will be notified by card of the date, time and place of our next meeting.

P. E. Stevens

Seaboard Coast Line

Florence, S.C. (16). Local 16 held its regular meeting on Saturday, May 12, 1973, in Rocky Mount, N.C. There were twelve members and two officers present when the meeting was called to order and opened with a prayer.

The minutes of the previous meeting were read, corrected and approved.

Applications of three new members were ruled on and accepted at this meeting. We welcome Brothers J. T. Mitchum, C. M. James and C. H. Brewer into our organization and hope they will become active in our local.

The special committee appointed to study the establishing of a fund to assist the families of deceased brothers reported they are still looking into several methods of financing the plan. Brother George Gross stated the committee will report at the next regular meeting or possibly sooner.

Brother N. D. Ford sent General Chairman Gross a check to establish a fund to assist brothers who are in need. The same committee is also working on this subject.

A motion passed at this meeting that a collection be taken up for Brother W. O. Williams who is out of work due to sickness. Any member wishing to help this brother should send his contribution to Brother J. Harrelson, Jr., Pineneedle Court, Sumter, S.C. 29150.

This meeting passed a motion setting a salary for the office of secretary-treasurer, plus expenses. Copies of the expenses will be provided to the trustees and chief signalman.

General Chairman Gross reported on the claims and grievances his office is presently handling and stated several claims had been sent to Grand Lodge for review as potential NRAB cases. He also stated several claims are now at the board awaiting a referee.

Brother Gross gave a complete report on the installation of Rail-Highway Grade Crossing protective devices on the Seaboard Coast Line. He reported that legislation had been introduced in the Florida House of Representatives that would require all grade crossing protective devices be installed by competitive bidding.

Brother Gross said he was in Tallahassee, Florida on May 9, 1973 to assist Grand Lodge Representative J. Walsh, who appeared before the Florida House Transportation Committee in opposition to such legislation. Gross said the State of Florida has $4.5 million dollars available for grade crossing installations and many outside contractors would like to see this work thrown open to everyone. Brother Gross reported that after Walsh testified both he and Brother Walsh called on members of the committee and the sponsor of the bill, pointing out all of the defects that such legislation could produce if enacted.

Our General Chairman has been most active in our members' behalf since assuming the full time position. He has taken on many extra responsibilities due to the many complex changes in our everyday work. He has been most aggressive in representing our members and every member of our local should be proud of this man.

One brother suggested the general chairman should visit each division once a quarter in order to be kept fully informed. Brother Gross said he is always available and would visit anywhere on the railroad whenever his presence is required and as often as it takes to correct any situation.

The meeting reported the following members as being sick: Brothers P. E. Hughes, C. G. Hall, N. D. Ford, Jr.; A. R. Jarriel, A. J. Westberry, R. V. Stone, C. R. Weathers, B. S. McGirt, J. A. Land, J. L. Braddock, C. L. Morris, and W. O. Williams. We hope each of these brothers make rapid recovery and are able to return to work in the very near future. Also, our best regards to retired Brother W. L. Platt.

We also express our deepest sympathy to the family of our deceased Brother W. P. Reddish.

Our next regular meeting will be held in Orlando, Florida on July 14. All members are requested to meet at the S.C.L. Passenger Station first and then go as a group to the meeting hall at 10:00 a.m.

T. E. Maness

Determine Your Rights Under FELA

Members who are injured on the job and the dependents of those members who have been killed or have died as the result of such injuries should by all means ascertain their rights and benefits under the Federal Employers' Liability Act before attempting any settlement with the railroad.

Below is a list of attorneys who, on the basis of information made available to us, are competent to give full information and assistance to those in need of it.

This list is compiled and maintained on the strength of information furnished us by both attorneys and members. The accuracy of the list that we will publish from time to time depends entirely on the information furnished us. Therefore, everyone concerned is urged to keep us informed regarding cases handled, nature of the case, terms of the settlement, commendations, criticisms, etc.

THIS INFORMATION SHOULD BE FORWARDED TO PRESIDENT C. J. CHAMBERLAIN AT GRAND LODGE HEADQUARTERS.

Aurora, Colo. 80010. John J. Rossi, Morrisard & Rossi, 1901 Peoria St., Suite 202 Tel. (303) 364-9369

Baltimore, Md. 21202. Savage, Jones, Tingle & Schwartzman, 10 Light St., 30th Floor, Maryland National Bank Bldg. Tel. (301) 685-2713

Bergenfield, N. J. 07621. Charles J. Tyne, 104 N. Washington Ave. Tel. (201) 384-9433

Birmingham, ALa. 35203. Rives, Peterson, Pettus, Conway & Burge, 800 First National-Southern Natural Building, 1900 Fifth Avenue North Tel. (205) 328-8141

Boston, Mass. 02108. Francis H. Farrell, Suite 701, Old South Bldg., 294 Washington Street Tel. (617) 542-3270

Chicago, Ill. 60602. Henslee-Monek - Henslee, 120 Madison Bldg. Tel. (312) 782-5925

Cleveland, Ohio 44114 Howard M. Metzenbaum, Metzenbaum, Gaines, Finley and Stern Co., 1700 Investment Plaza, 1801 East 9th Street Tel. (216) 696-4666

Denver, Colo. 80202. Alex Stephen Keller, 316 Symes Bldg. Tel. (303) 255-3603

Denver, Colo. 80030 Ratner, Mattox, Ratner, Ratner & Barnes, 3090 W. 72nd Ave., Westminster Tel. (303) 427-1414

Fort Worth, Tex. 76102. Winfred Hooper, Jr. Hooper, Steves & Kerry 200 Fort Worth Club Bldg. Tel. (817) 335-9377

Houston, Texas 77002. Norman R. Jones, 1200 Houston First Savings Bldg. 711 Fannin St. Tel. (713) 255-0663

Houston, Texas 77002. George L. Schmidt, Schmidt, Matthews & Madigan Houston Bar Center Bldg. 723 Main Street, Suite 810 Tel. (713) 233-4466

Indianapolis, Ind. 46204. Edward J. Erpelding, 111 Monument Circle, Suite 500 Tel. (317) 638-7771

Kansas City, Mo. 64105. Norman R. Jones, Suite 1420, Commerce Tower, 911 Main Street Tel. (816) 421-5411

Kansas City, Kans. 66101 Ratner, Mattox, Ratner, Ratner & Barnes, 804 Huron Building Tel. (913) 321-2619

Los Angeles, Calif. 90012. Clifton Hildebrand, 205 S. Broadway, Suite 400 Tel. (213) 629-2214

Los Angeles, Calif. 90036. Bodle, Fogel, Julber, Reinhardt and Rothschild, 5900 Wilshire Blvd., Suite 2600 Tel. (213) 937-6250

Miami, Fla. 33130. Hastings, Elias & Goldman, 315 Biscayne Bldg., 19 West Flagler St. Tel. (305) 377-9481

Minneapolis, Minn. 55402. Rerat, Crill, Foley & Boursier, 656 IDS Center, 80 South Eighth Street Tel. (612) 339-9231

Oakland, Calif. 94612. Clifton Hildebrand, 1212 Broadway Tel. (415) 451-6732

Pittsburgh, Pa. 15219. Evans, Ivory & Evans, 711 Frick Bldg. Tel. (412) 471-3740

Salt Lake City, Utah 84101. Wayne L. Black, Suite 400, Ten West Third South St. Tel. (801) 328-9741

San Antonio, Tex. 78205. George L. Schmidt, 1515 NBC Bldg. Tel. (512) 227-7565

Seattle, Washington 98104 Piehler & Allerdice 924 Arctic Bldg. Tel. (206) 624-4700

Syracuse, N.Y. 13202. J. Murray Dunn, 707 State Tower Bldg. Tel. (315) 422-0303

Tucson, Ariz. 85719. John P. Somers, 2016 East Broadway Tel. (602) 623-6111

Vicksburg, Miss. 39180. James B. Ramsey, First National Bank Bldg. Tel. (601) 636-5561

Wichita, Kans. 67201. Ratner, Mattox, Ratner, Ratner & Barnes, 444 No. Market, P. O. Box 306 Tel. (316) 262-6423

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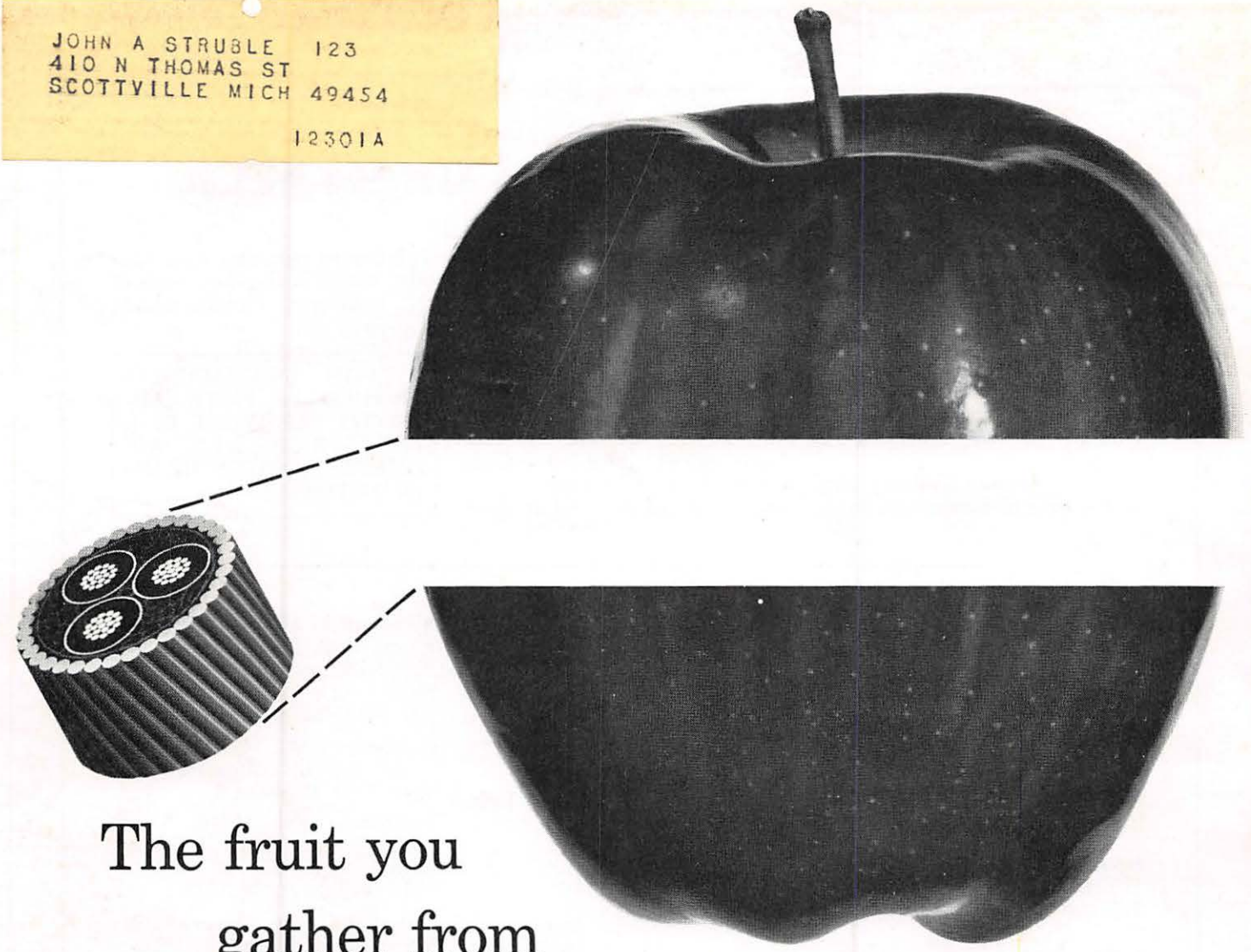

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